

West Ham Park Risk Register (Summary)

Report Type: Risks Report
 Generated on: 13 January 2026



Rows are sorted by Risk Score

Risks marked '*' are reported in detail, by exception on the following pages of this Appendix.

Code	Title	Likelihood	Impact	Current Risk Score	Rating	Date Reviewed	Target Risk Score	Target Date	Trend since last review	Risk Approach
ENV-NE-WH 011	Decline in condition of assets	Likely	Major	16	Red	12-Jan-2026	12	31-Dec-2026	Constant	Reduce
ENV-NE-WH 015	Work related stress*	Likely	Major	16	Red	08-Jan-2026	12	31-Dec-2026	Constant	Reduce
ENV-NE-WH 004	Budget pressures	Possible	Major	12	Amber	12-Jan-2026	8	31-Dec-2026	Constant	Reduce
ENV-NE-WH 006	Adverse impacts of extreme weather and climate change	Possible	Major	12	Amber	13-Jan-2026	6	31-Mar-2026	Constant	Reduce
ENV-NE-WH 003	Risk to health and safety	Unlikely	Major	8	Amber	12-Jan-2026	4	31-Dec-2026	Constant	Reduce

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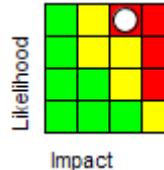
Appendix 1

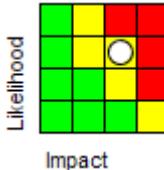
Code	Title	Likelihood	Impact	Current Risk Score	Rating	Date Reviewed	Target Risk Score	Target Date	Trend since last review	Risk Approach
ENV-NE-WH 009	Impacts of anti-social and criminal behaviour on staff and site*	Likely	Serious	8	Amber	08-Jan-2026	6	31-Dec-2026	Constant	Reduce
ENV-NE-WH 014	Tree event or failure	Likely	Serious	8	Amber	12-Jan-2026	6	31-Mar-2026	Constant	Reduce
ENV-NE-WH 005	Negative impacts of pests and diseases	Possible	Serious	6	Amber	12-Jan-2026	6	31-Mar-2026	Constant	Accept
ENV-NE-WH 010	Negative impacts of development and encroachment	Unlikely	Serious	4	Green	12-Jan-2026	4	31-Mar-2026	Constant	Accept

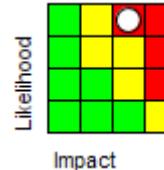
West Ham Park risks reported in detail, by exception

Risk Code	ENV-NE-WH 015	Risk Title	<i>Work related stress</i>
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Description	<p>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 process and other reductions. Increasing levels of anti-social behaviour by members of the public, further limiting capacity as outlined in risk ENV-NE-WHP 009.</p> <p>Event: Staff are overworked, lone working, critical services are not delivered, procedures are not updated or followed.</p> <p>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. Further impact on service delivery and potential for overspend due to the cost of providing supplementary security resources.</p>
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Current Risk	 Likelihood Impact
Risk Score	16
Likelihood	Likely
Impact	Major

Target Risk	 Likelihood Impact
Risk Score	12
Likelihood	Possible
Impact	Major

Original Risk	 Likelihood Impact
Risk Score	16
Likelihood	Likely
Impact	Major

Latest Note	<p>This risk is closely related to risk ENV-NE-WH 009: Impacts of anti-social and criminal behaviour on staff and site.</p> <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>	08-Jan-2026
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	<p>Additional external security has been brought in to patrol the park, proactively engage with park users, and enforce byelaws where necessary.</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 2026, and we will consider other actions which may enable the score to reduce.</p>	
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Risk Level	Service	Risk Approach	Reduce
Department	Environment	Risk Owner	Bill LoSasso

Associated Actions

Ref No:	Description	Latest Note	Note Date	Owned By	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.	08-Jan-2026	Bill LoSasso	31-Mar-2026
ENV-NE-WH 015b Staff rotas	Review staff rotas	Staff rotas will be reviewed during 2026 to modernise work schedules and quantify/document staffing gaps where possible.	08-Jan-2026	Bill LoSasso	31-Dec-2026
ENV-NE-WH 015c Income generation	Identify additional funding to increase staff resource.	A Head of Development and Partnerships has been appointed 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 December 2026 to enable time for the impact of the post holder's work to start to be realised.	08-Jan-2026	Bill LoSasso	31-Dec-2026

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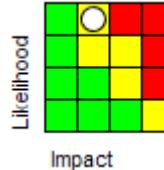
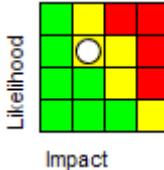
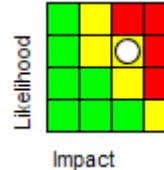
ENV-NE-WH 015d Natural Environment Charity Review	Seek options through the Natural Environment Charity Review.	Senior Managers will advocate, via the Natural Environment Charity Review (NECR), for restoration of funding, which was cut during the Target Operating Model process and elsewhere.	08-Jan-2026	Bill LoSasso	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.	08-Jan-2026	Bill LoSasso	31-Mar-2026
ENV-NE-WH 015f Mental Health First Aid training	Provide Mental Health First Aider (MHFA) training.	Bespoke Mental Health First Aider training is being arranged in collaboration with the CoL's Learning and Development team. The training will be available to managers, supervisors, and other interested people across NLOS with the intention of having one qualified Mental Health First Aider in each team.	12-Jan-2026	Bill LoSasso; Charlotte Williams	30-Jun-2026

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Risk Code	ENV-NE-WH 009	Risk Title	<i>Impacts of anti-social and criminal behaviour on staff and site</i>
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Description	<p>Cause: Increased incidents of crime (including class A drug use and distribution; knife crime; cycle and mobile phone theft), irresponsible dog owners, rough sleepers, user conflict, trespass, alcohol. External societal environment, gang conflict.</p> <p>Event: Continued increase in incidents of crime, including knife crime and drug use; anti-social behaviour including litter, dog fouling, dog attacks, public incursions.</p> <p>Effect: Reputational damage; injury to visitors and staff; negative impact on mental health and wellbeing of staff, incl. increased experience of work-related stress; insurance claims; increased costs to manage effects of damaging public behaviour and procure supplementary security resources.</p>
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Current Risk			Target Risk			Original Risk		
Risk Score	Likelihood	Impact	Risk Score	Likelihood	Impact	Risk Score	Likelihood	Impact
8	Likely	Serious	6	Possible	Serious	12	Possible	Major
Amber	Trend	Constant	Amber	Target Date	31-Dec-2026	Amber	Creation Date	25-Nov-2015

Latest Note	<p>This risk is closely related to risk ENV-NE-WH 015: Work-related stress.</p> <p>Anti-social and criminal behaviour is ongoing throughout the local area and in the Park, increasing further during the spring/summer months. This has a range of negative impacts on staff and visitors:</p> <p>Negative impact on members of the public - disruption to activities and usage of the Park; reduced enjoyment of the Park; concerns about personal safety.</p>	08-Jan-2026
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<p>Negative impact on members of staff - the cumulative effect of dealing with ASB, crime and tragic incidents on a regular basis is detrimental to mental and physical wellbeing and may lead to increased stress levels.</p> <p>This is exacerbated by insufficient staffing levels: existing staff must prioritise these incidents and, therefore, do not have time to carry out their usual, operational duties to maintain the Park within working hours.</p> <p>Actions being taken to mitigate this risk include:</p> <p>Support is provided to staff who deal with these incidents.</p> <p>Officers are liaising with colleagues as part of the move to the Grant Funding Model (GFM) to ensure sufficient financial resource.</p> <p>Supplementary security services have been used effectively during previous summer periods in response to antisocial behaviour incidents. These additional resources were retained during the autumn and winter months in response to the increase in ASB incidents.</p> <p>Funding has recently been secured to install new CCTV posts and cameras to cover all gates to the Park.</p> <p>Officers continue to work with the London Borough of Newham's Community Safety Team.</p>		
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Risk Level	Service	Risk Approach	Reduce
Department	Environment	Risk Owner	Bill LoSasso

Associated Actions

Ref No:	Description	Latest Note	Note Date	Owned By	Due Date
ENV-NE-WH 009b Develop and improve joint working to protect sites	Develop appropriate partnerships as needed.	We continue to work with the Met Police; schools liaison; Friends of West Ham Park; Safer Neighbourhood Teams and security companies. West Ham Park is very busy, increasingly so in periods of good weather and	08-Jan-2026	Ricky O'Garro	31-Mar-2026

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		<p>school holidays.</p> <p>This is an ongoing action.</p>			
ENV-NE-WH 009c Departmental 'Abuse of Staff Policy'	Develop Departmental 'Abuse of Staff Policy'.	<p>An Environment Department reporting system is in place to enable rapid reporting of instances where staff experience abusive or unacceptable behaviour from members of the public. A Departmental 'Unacceptable Behaviour Protocol' has also been introduced.</p> <p>Locally, all instances of such behaviour are recorded online and via the departmental EEDI reporting email address - appropriate action is taken. The North London Open Spaces team is also making HR colleagues aware of the practical day-to-day challenges of managing open spaces.</p>	08-Jan-2026	Bill LoSasso	31-Mar-2026
ENV-NE-WH 009e Additional staff resource	Seek additional staff resource.	Officers are seeking additional staff resourcing across North London Open Spaces, to ensure sufficient operational staff to appropriately manage the Park and specific security-focussed staff/resource for enforcement. This will enable better enforcement of Park byelaws and greater reassurance for members of the public.	12-Jan-2026	Bill LoSasso	01-Apr-2026
ENV-NE-WH 009f Additional CCTV	Install additional CCTV cameras.	Funding has recently been secured to install additional CCTV poles and cameras to cover all gates to the Park.	08-Jan-2026	Bill LoSasso; Charlotte Williams	30-Sep-2026