Deal Pentecostal Church Risk Management

Reviewed and accepted Signed *PSFermor* **08/03/2026**

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Risk Management Process

What is a risk

A risk is a hazard that exposes someone or something valued to danger, harm, or loss

Why we have a Risk Management Process

We want to identify risks and carry out decisions so as to minimise the risk of danger, harm and loss.

The leadership of Deal Pentecostal Church has committed itself to:

- Raising awareness of risk management with Trustees, employees, members and visitors
- Include risk management as an item for discussion at every Church Council meeting with the Trustees having a duty to revise plans where needed

What kind of risks are there?

Governance risks

These arise where the Church has an inadequate organisational structure e.g. where Trustees do not have the necessary skills and commitment, or where conflicts of interest are not addressed.

Financial risks

These can occur where the Church has insufficient resources, information about its resources or insurance.

Employment and legal

Where the Church lacks sufficient knowledge of employment, Charity and other laws and regulations concerning its activities.

Health and safety

Where the premises present hazards e.g. slipping and tripping or where poor maintenance could cause an accident.

Fire Risks

The Church leadership will annually assess and review the **Fire Risks** of the property.

Protection of children and vulnerable adults

The Church's beneficiaries and visitors include children and vulnerable adults and these are at risk from abuse.

External risks

Changes in Government, laws and regulation and public perception could all adversely impact the Church.

Management of risk

Governance

The Church is committed to doing its best to ensure that Trustees have the necessary skills and commitment to run the Charity safely. The Church will make training available where desirable.

The Charity has robust **Conflict of Interest** procedures in relation to declaration of interests and investigation of complaints.

Financial

The Church avoids exposure to accidental loss by not undertaking functions, programmes or activities, or entering into contracts, where the potential loss is greater than the potential benefit.

The Church prevents loss by identifying where losses have occurred, putting in place policies and procedures to address the reasons they occurred, and fully investigating and identifying losses.

Employment and legal

The Church will identify any current risks and access training or external advice where necessary.

Health and safety

The Church will seek advice on any health and safety risks presented by the building and act on any advice.

Protection of children and vulnerable adults

The Church will carry out Disclosure and Barring Service (DBS) checks where appropriate on all staff and volunteers that assist children and vulnerable adults and ensure that they have training to meet the requirements of their tasks.

External risks

The Trustees will act on any prudent advice given.

The role of the Church in risk management

Cooperation is needed and expected from all management and employees. Only by working as a team with common goals and objectives can we ensure the success of this risk management policy

Behaviour Risk Assessment

	Deal Pentecostal Church		
Subject of Risk Assessment (if child, include age)		**Location**	
Date of Risk Assessment		**Date for Review**	
Responsible Leader		**Review Frequency**	
Professionals/others involved (if applicable)			
Reason for risk assessment *(including a view on the individual's awareness and acknowledgement of the concerns)*			

What are the concerns?	Given this, what are the possible risks? Who is at risk?	Can the risk be managed? What measures can be adopted to safeguard in this situation?	Action by whom?	Action by when?	Date Completed

Guidance notes

1. This document will primarily be overseen (and possibly even completed) by the safeguarding coordinator within the organisation. It may be filled-in, in conjunction with a worker or volunteer or leader who knows the situation or individual (adult/child) well.
2. It is important to remember that a tool like this will be useful for dealing with:
    a. risks that are known and substantiated or
    b. those that are unsubstantiated but still warranting some form of safeguarding arrangements or
    c. on receipt of a blemished disclosure during the recruitment process (read InFocus on Dealing with Blemished Disclosures for how to do this well)

    Therefore, communication is key when seeking to put an assessment in place. Encourage your workers to raise/share concerns appropriately so you can make an informed decision about the nature and detail of the risk assessment.
3. Information about risks an individual may pose maybe received from anyone of these following services: Social Services or Police or Probation or Health services. Seek to contact them to clarify information and where possible seek to gather their view on your risk assessment. Other organisations such as schools, churches or voluntary organisations may be able to indicate the presence of a safeguarding concern in relation to a child or adult though not the details of the relevant concerns.
4. Possible measures (as stated in Column 3) could range from a stringent contract/covenant of care to informal supervision/monitoring arrangements. Depending on the nature of the risk and the potential groups that may be vulnerable through coming into contact with the individual, consider realistic ways of managing and also supporting the individual concerned.
5. Read our InFocus on Handling and Storage of disclosure information for advice on storage and retention of these records (Standard 3.23)
6. Read Standard 9 within our online safeguarding manual for further information on working with those who may pose a risk and clauses to consider in a contract.
7. If your risk assessment indicates that your church is unable to manage the risk the individual poses (either due to the scale of your work with vulnerable groups or lack of resources to offer accountability arrangements and/or pastoral support), you are able to advise the individual that your church may not be the appropriate place for them to attend. You can support them to seek to explore an alternate church and encourage them to share the concerns with the relevant safeguarding lead and/or minister.
8. It is important to remember that when working with individuals and vulnerable groups, risk cannot be completely eliminated but can definitely be mitigated and managed safely.