

**THORNBURY TOWN COUNCIL
STRATEGIC RISK REGISTER 2026**

Risk title	Category	Risk Detail & Consequence	Impact	Likelihood	Risk Rating	Risk Treatment	Risk mitigation controls in place (or required)	Mitigated	Mitigated	Likelihood	Mitigated Risk Rating	Risk Owner	Date Risk Owner Reviewed	Date Full Council Reviewed	RA Reference	
Human Resource management	Legal/financial	Risk of legal claims. Risk of high staff turnover and low staff morale.	4	4	16	Tolerate	Grievance procedure in place and reviewed regularly. NALC salary scales are adhered to and full suite of robust HR policies in place. HR advisor appointed. Annual appraisals carried out for all staff in line with the Appraisal Scheme.	1	3		3	Staffing Committee	14/05/2024	14/05/2024		
Lone Working - Violence and aggression	H&S	Risk of violence and aggression from members of the public to staff	5	3	15	Treat	Site staff are equipped with two-way radios, including emergency alert functionality, enabling rapid escalation and coordinated response to incidents. The Council maintains effective liaison with the local community beat team and will take appropriate action with the police or through other legal routes where incidents occur, providing full support to affected staff. Body worn cameras are issued to deter aggressive behaviour, supported by clear signage stating their use and that abuse towards staff will not be tolerated. Staff receive de-escalation training, with additional precautions implemented during periods of heightened risk, including paired working or avoidance of higher-risk areas. Incident, accident, and near-miss reporting arrangements have been strengthened to capture aggressive behaviour. This data is monitored regularly to assess ongoing risk and inform any additional controls.	5	2		10	Staffing Committee				
Driving for Work and Van Usage	H&S, Reputational, Legal, Financial	Road traffic collisions, vehicle-related incidents, or operator injury arising from driving for work, vehicle movements, roadside activity, poor visibility, adverse weather, or unsafe parking, resulting in injury or fatality to employees, passengers, other road users, or pedestrians.	5	3	15	Treat	Driving for work governance arrangements in place, including licence checks and mandatory disclosure of motoring offences, accidents, or medical conditions. Competency and conduct controls applied to drivers, including expectations on distraction avoidance and safe driving behaviour. Vehicle and roadside safety measures implemented, including safe parking practices, warning systems, and the use of appropriate road or traffic management where required. Personal protective equipment (PPE) requirements established for working on or near highways, compliant with current safety standards. Dynamic risk management applied for adverse weather, poor visibility, and environmental conditions, including suspension of activities where conditions are unsafe. Site and activity controls implemented to protect pedestrians and the public, including fencing or segregation where necessary. Ongoing monitoring and review of driving-related incidents to inform continuous improvement.	5	2		10	Staffing Committee				OT13
Use of Powered Hand Tools (e.g. Jack Hammers)	H&S, Legal, Financial, Reputational	Injury to employees or members of the public arising from the use of powered hand tools, including contact with moving parts, resulting in cuts, abrasions, or more serious harm.	5	4	20	Treat	Training and competency arrangements in place for staff using powered hand tools. Mandatory PPE controls established and enforced, aligned with task and equipment risks. Safe working practices applied, including appropriate positioning and handling techniques. Public protection measures implemented, including fencing, segregation, and warning signage. Communication and lone-working safeguards in place, including use of radios and charged equipment where required. Incident management arrangements in place, including access to first aid and the recording of accidents and near misses. Ongoing competence maintenance, including regular first aid refresher training.	5	2		10	Staffing Committee				OT20