

32400 POLICY – RISK MANAGEMENT

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2. **Version: 2** **Last Updated: 20.02.14** **Review Date: 20.02.15**
3. **ECHR** **Potential Equality Impact Assessment: Low**

About This Policy

This policy explains Hampshire Constabulary's approach to risk management.

This policy is primarily aimed at all senior managers/officers.

General Principles

Risks affect all organisations and can have consequences in terms of achieving objectives, economic performance and professional reputation, as well as environmental and safety outcomes and those for the public generally. Therefore, managing risk effectively is extremely important, to help organisations to perform well in an environment full of uncertainty.

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As risks are inevitable, it is necessary to decide which risks to accept and which to avoid or seek to address. This is the essence of risk management, which relates to positive risks (opportunities) as well as negative risks (threats).

This policy contributes to the meeting of corporate governance requirements and is in line with ISO 31000 – Risk Management.

Statement of Policy

Hampshire Constabulary is committed to maximising performance and making the best use of resources and therefore wishes to be risk aware, rather than risk averse, recognising that effective risk management allows informed decision making.

Hampshire Constabulary aims to integrate risk management into its normal business procedures, as a core management function, a key strand of corporate governance and an integral part of the planning and management processes.

To achieve these goals, a Risk Management Procedure is followed, to allow risks to be identified, assessed and prioritised and to inform decisions as to a response, keeping appropriate records. The emphasis is on a practical and proportionate response, taking action where there is value to be added.

Subject to 3.3 above, a corporate approach to risk is to be taken, to allow a strategic overview to be maintained by the Risk & Harm Board, the Force Executive and the Office of the Police and Crime Commissioner.

The Constabulary recognises that it may be prepared to take different levels of risk, dependent on a number of factors. For example, a higher risk level may be accepted to support innovation, but there will be a lower appetite for risk in matters of public safety.

This Policy is aimed primarily at senior managers/officers, but affects everyone in the organisation.

Managers should try to ensure that staff members are familiar with the concept of risk management and also have the opportunity to acquaint themselves with the risk management procedure, where that is appropriate.

Overall responsibility for risk management in each Portfolio, Department and Programme rests with its senior management, who should try to develop a culture of risk awareness and to support well thought through decisions, whatever the outcome.

The Deputy Chief Constable has overall responsibility for the Risk Management process, but the Chief Constable and the PCC have ultimate responsibility for the management of the risks.

Implications of the Policy

Effective risk management supports best value by facilitating decision-making and helping to avoid unexpected problems.

Appropriate training will help to make risk management better understood and more effective and this policy should be referred to in any planned risk management training.

The risks to this policy include:

- (1) that a perception that blame will follow a negative outcome, even if the decision which led to it was properly made, will lead to risk-averse attitudes and
- (2) that efforts to address risks will be disproportionate to the benefits which can be realised.

This Policy is made in consultation with the Deputy Chief Constable/Force Executive, Professional Standards, Learning & Development and the Office of the Police and Crime Commissioner.

Monitoring / Evaluation

This Policy will be monitored by the Strategic Risk Manager for its continued ability to meet Force requirements and accepted practice. Its performance will be evaluated and will be the subject of an annual report by the Strategic Risk Manager to the Force Executive, the OPCC and the Joint Audit Committee.

Comments or feedback about this policy are welcomed and can be sent by e-mail to the MANAGEMENT OF RISK Mailbox.

Review

The Deputy Chief Constable will ensure that this Policy is reviewed annually and that its effectiveness is tested by audit, generally on a three-yearly basis.

Related Policies, Procedures and Information Sources

Related Policies

Very many policies are related to this one, including chiefly the following.

29100 - Business Continuity

21300 – Health and Safety

See also Authorised Professional Practice (APP) – Risk
(<http://www.app.college.police.uk/risk-index/#risk>)

Related Procedures

Many procedures could be linked to Risk Management and some of the main ones are noted below.

05801 – Work related incidents involving serious injury (industrial accidents) & work related deaths

29101 - Business Continuity

11201 - Security at Police Buildings

21306 – Fire Precautions

21311 – Health & Safety – Risk Assessment

21316 – Control of Asbestos

21319 – Workplace Health, Safety and Welfare

21322 – Electrical Equipment Safety

21325 – Safe Use of Work Equipment

21331 – Safe Installation, Use and Maintenance of Gas Appliances

24403 – Trauma Support

24406 – Trauma Support Management (TRiM)

03301 – Bombs and Explosions

03302 – Unexploded ordnance and munitions

Information Sources

ISO 31000 – Risk Management

APP – Risk

AD203– Equality Impact Assessment

Origin: Management of Risk