



Blue Light Sports Foundation CIO
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RISK MANAGEMENT POLICY

Dated 16th April 2026

Purpose and Scope

This risk management policy ensures effective governance, resilience, and ongoing delivery of charitable objectives. It applies to all trustees, staff, volunteers, and, where relevant, contractors. This policy covers all areas of the charity's operations including programmes, finance, reputation, compliance, and governance.

Risk Identification

- **Strategic risks:** Failure to deliver strategic plans or respond to external changes.
- **Operational risks:** Service delivery failures, injury to beneficiaries, or loss of premises.
- **Financial risks:** Mismanagement of funds, inadequate reserves, fraud.
- **Reputational risks:** Negative publicity, public perception issues.
- **Legal/compliance risks:** Breaches of data protection, fundraising regulations, employment law.
- **Governance risks:** Lack of trustee oversight, skill gaps, conflicts of interest.
- **IT/Cyber risks:** Data breaches, system failures.
- **People risks:** Volunteer/staff attrition or skill shortages.

Risk Assessment and Scoring

Each risk is assessed for its likelihood of occurring and potential impact, frequently using a scoring matrix of 1-5 for probability and impact to generate a gross risk score. This helps to prioritise risks, for example:

- Low likelihood x high impact = moderate concern, prioritised accordingly.
- High likelihood x extreme impact = urgent mitigation required.

Risk Management Strategies

- **Avoid:** Eliminate the risk entirely by stopping the risky activity.
- **Mitigate:** Reduce the impact through controls, procedures, or safety measures.
- **Accept:** Acknowledge the risk where it cannot be avoided, while planning for contingencies.
- **Transfer:** Shift responsibility to third parties, via insurance or outsourcing.

Responsibilities and Accountability

- **Board of Trustees:** Holds ultimate responsibility for risk oversight and approval of the risk framework.
- **Chair of Trustees:** May oversee risk assessment processes.
- Activity leaders, managers, and coordinators are responsible for identifying and managing risks within their areas, recording them in a risk register.

Risk Register

The risk register records:

- Risk area and description.
- Gross risk score.
- Mitigating actions and responsibilities.
- Residual or net risk score after controls.
- Review dates and notes on progress.

Review and Reporting

- Risks should be reviewed regularly, with updates reported to trustees.
- A risk statement is included in the annual report, demonstrating accountability to beneficiaries, donors, funders, and the public.
- Any corrective action post-assessment is embedded into the charity's operational or strategic plans.

Embedding a Risk Culture

The charity emphasis is on staff and volunteer engagement, open communication, and awareness training to ensure risk management is part of organisational culture, not just a compliance exercise.

Blue Light Sports Foundation creates a robust risk management policy with supporting policies, strategic decision making and safeguarding resources, to create robust, transparent and actionable risk assessment.

Signed



Gary Callier
Founder and Operations Manager