



Risk Management Policy

Policy Title: Risk Management Policy

Organisation: Inspire Neurodiversity and Wellbeing CIC

Version: 1.1

Approved By: Board of Directors

Approval Date: 17th December 2025

Effective Date: 17th December 2025

Next Review Date: December 2026

Policy Statement:

Inspire Neurodiversity and Wellbeing CIC recognises that risk management is integral to good governance and the successful delivery of our mission. We are committed to identifying, evaluating and managing risks to protect our service users, staff, assets and reputation.

Purpose:

- To provide a framework for the systematic identification and management of risks, ensuring that the organisation can achieve its objectives while maintaining a safe and sustainable environment.

Principles:

- We are guided by the following core principles:
- **Proactive Identification:** To continuously scan for potential internal and external risks.
- **Balanced Risk-Taking:** To ensure risks are weighed against the potential benefits to our community.
- **Accountability:** To ensure clear ownership of risk management at all levels of the organisation.

Responsibilities:

- **Board of Directors:** To oversee the risk register and ensure appropriate mitigation strategies are in place.
- **All Personnel:** To remain vigilant and report any potential hazards or risks to management immediately.
- **Implementation:**
- **Risk Register:** Maintaining a live document that ranks risks by impact and likelihood.
- **Mitigation Plans:** Implementing specific controls to reduce or eliminate high-level risks.

Review:

This policy and its effectiveness will be reviewed annually or more frequently if required by changes in legislation, operational activities or following significant incidents to ensure its continued relevance and adequacy.

Reviewed and Signed by the Board of Directors

Date of Review: 17th December 2025

Next Review Date: December 2026