CHELTENHAM COLLEGE CHELTENHAM PREP SCHOOL

Risk Management Policy

Reviewer: Jim Onions
Approver: Philip Attwell
Reviewed: March 2025
Next Review: March 2026

'Cheltenham College' refers to Cheltenham College Senior School *and* Cheltenham College Preparatory School (including Cheltenham College Pre-Prep and Nursery School)
'College' refers to Cheltenham College Senior School
'Cheltenham Prep' refers to Cheltenham College Preparatory School
'Nursery and Pre-Prep' refers to Cheltenham College Nursery School and Pre-Prep

Cheltenham College is a registered charity with the objective of providing education for young people. We do not take unmanaged risks relating to the welfare and safeguarding of young people. Appropriate safer recruitment procedures are carried out as required in respect of all new staff and volunteer appointments and disciplinary action will follow, if appropriate, should a breach occur. We do not knowingly take unmanaged risks that could cause harm or loss in respect of staff, visitors, physical or financial assets or College's reputation.

Appropriate systems are in place to ensure compliance with statutory requirements and other good practice guidelines (e.g. Health and Safety at Work legislation, Fire Safety, General Data Protection Regulation, the Independent Schools' Standards Regulations and the National Minimum Standards for Boarding).

The successful delivery of certain elements of our strategic plan requires that some risks will be taken (for example improving academic standards may involve the adoption of new teaching techniques not previously used at College). Any such risks taken will be properly considered in relation to the likely benefit anticipated and will be managed by the College Executive Committee

Cheltenham College has to accept some financial risk in the operation and development of a major undertaking. Risks are managed as far as possible and residual risk is accepted and reviewed regularly with a view to minimisation.

Cheltenham College does not tolerate financial malpractice in any form. This includes misuse of College assets, misappropriation of funds, bribery, money laundering, or the acceptance of gifts in return for favours, or corruption in any form. College complies with the provisions of The Bribery Act 2010.

Council takes ultimate responsibility for the oversight of the management of risk in College with the Finance, Risk and Development Committee being delegated to regularly monitor and report on the adequacy of risk management by the Executive.

Day to day delivery of risk management in Cheltenham College is co-ordinated by Cheltenham College Executive Committee acting through the respective SLTs, Compliance Committee, Bursar's Management Group, Health and Safety Committee and the Pastoral Management Group.