



# **HOPE OF GLORY REVIVAL CHURCH LEICESTER (SURVATHA MINISTRIES UK)**

**The Charity Trustees of Hope of Glory Revival Church, Leicester  
(Survatha Ministries UK) approved the following Internal Risk  
Management Policy and Procedure in December 2025.**

# Risk Management Policy and Procedure

## Policy Statement

Hope of Glory Revival Church, Leicester (Survatha Ministries UK) is an innovative and forward-thinking church that recognises that development can only be achieved with an element of considered risk-taking. Hope of Glory Revival Church acknowledges that sound risk management is essential to its governance and to the sustainable operation of its services.

This policy guides the management of organisational risk to support the achievement of strategic objectives, protect beneficiaries, staff, volunteers, and business assets, and ensure business operations and financial sustainability.

The policy is in line with the Charity Commission guidance on Charities and Risk Management (CC26).

### 1. Risk Governance

Role	Responsibility
Hope of Glory Revival Church Trustees	<p>The trustees are required to identify and review the overarching risks (see risk categorisation) to which Hope of Glory Revival Church is exposed, and to assess the likelihood of such risks and the possible level of impact they would have.</p> <p>The trustees must be satisfied that risk management is embedded in the church and adequate systems are in place to monitor, manage, and where appropriate, mitigate Hope of Glory Revival Church's exposure to the major risks.</p>
Hope of Glory Revival Church Trustees	Regular, detailed review of the priority risk register at trustee meetings.
Staff/Volunteers	Comply with risk management policy and processes and foster an environment where risks can be identified and escalated.

### 2. Planning

Risk management is factored into strategic planning, performance management, quality assurance, continuity management, and project management. When considering development options and their associated risks, the trustees have adopted the following decision-making criteria:

- Does the option fit with the church's vision and mission?
- What is the identified need, and how well can this option satisfy it?
- Will the option compromise the church's core values?
- Does the option fit with its strategic priorities?
- Is the option financially viable in the short, medium, and long term?

- Will the option adequately and proportionately contribute to reserves?
- What will the impact be on Hope of Glory Revival Church's e.g., management overstretch; undue pressure on the current staff team?
- Any identified risks associated with the option manageable?

There are risks associated with all Hope of Glory Revival Church's activities: they can arise through things that are not done, as well as through ongoing and new initiatives. Risk exposure for Hope of Glory Revival Church will vary depending on circumstances. For example, the church may be willing to expose itself to higher risks as the size of our reserves/size of the church increases. Risk tolerance may also be a factor in what activities are undertaken to achieve objectives. The church will therefore ensure that there is an appropriate balance taken between higher and lower risk activities.

### **3. Risk Categorisation**

Hope of Glory Revival Church has developed a Risk Register as part of our strategic and operational planning process. This register is a 'living document' and forms the baseline for further risk identification. Overarching risk areas have been categorised as follows:

- Strategic and Leadership
- Legal and Governance
- Financial
- Communication and Publicity
- Data Protection and IT
- Property and Health & Safety
- Vulnerable People and Safeguarding
- Employment

Risks have been further categorised to support prioritisation and enable filtering.

### **4. Risk Identification**

Hope of Glory Revival Church recognises that new risks will appear, and other risks will become less or more severe or may disappear over the lifetime of the plan; therefore, risk identification is an ongoing process. The trustees will review the Risk Register every six months. The trustees will determine the boundaries and limits set by their policies to make sure there is a clear understanding of the risks that can and cannot be accepted.

As part of the identification process, Hope of Glory Revival Church considers the following:

- The church's values, mission, objectives, and budget;
- The nature and scale of our activities;
- The outcomes that need to be achieved;
- External factors;
- Resource and financial implications;
- The church's reputation with its beneficiaries, funders, and supporters;
- Learning from past mistakes and problems;
- The current operating structure;
- Comparison with other churches and community groups working in the same area or of similar size.

## **5. Risk Assessment and Management**

Identified risks are assessed in terms of their probability and impact to obtain a risk level. When a new risk is identified, the trustees, in consultation with the senior leader, church treasurer, financial secretary and designated Safeguarding Officers, if appropriate, will assess the risk using the methodology set out in the analysis (*refer to the Internal Risk Management Analysis*). The trustees must be notified in a timely manner of all residual risks that remain high (15-25) following the identification of any mitigating action.

The following are examples of possible actions:

- The risk may need to be avoided by ending that activity;
- The risk could be transferred to a third party (e.g., outsourcing or other contractual arrangements with third parties);
- The risk could be shared with others (e.g., a joint venture project);
- Hope of Glory Revival Church's exposure to the risk can be limited (e.g., establishment of reserves against loss of income, phased commitment to projects);
- The risk can be reduced or eliminated by establishing or improving control procedures (e.g., internal financial controls, controls on recruitment, personnel policies);
- The risk may need to be insured against (this often happens for residual risk, e.g., employers' liability, third party liability, theft, fire).

In assessing the actions to be taken, the costs of management or control should be considered in the context of the potential impact or likely cost that the control seeks to prevent or mitigate. It is possible that the process may identify areas where the current or proposed control processes are disproportionately costly or onerous compared to the risk that they are there to manage. A balance will need to be struck between the cost of further action to manage the risk and the potential impact of the residual risk.

## **6. Risk Communication and Reporting**

Trustees are required to report on the adequacy of the risk management framework under Charities SORP – Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Where required, Hope of Glory Revival Church will notify donors and funders of any significant risk in line with the terms and conditions of grant agreements.

Risk management is factored into strategic planning, performance management, quality assurance, continuity planning and project management, and monitoring.

## **7. Monitoring and Evaluation**

- a. This policy will be monitored by the trustees, and any compliance issues or

- concerns will be reported in a timely manner.
- b. The policy will be reviewed and evaluated by the trustees one year after its adoption and then every two years, or in the following circumstances:
- i. Any changes in UK legislation.
  - ii. As a result of any other significant change, event, or learning from the implementation of this policy.

