



Policy Name	Risk Management Policy
Approved by	Standing Tall in Hamilton Inc. Committee of Management (CoM)
Endorsement Date	This policy was adopted by resolution of the CoM on Wednesday 21 May 2025.
Current version	1.0 - <i>Policy documents occasionally change. It is recommended that you consult the electronic copy to ensure that you have the current version.</i>
Compulsory Review Cycle	1 year
Review Date	2026
Relevant Legislation	<i>Crimes Act 1958 (Vic), Worker Screening Act 2020, Reportable Conduct Scheme, Children Youth and Families Act 2005, Commission for Children and Young People Act 2012, Child Wellbeing and Safety (Child Safe Standards Compliance and Enforcement) Amendment Act 2021, Disability Act 2006, ISO 31000:2018 Risk Management – Principles and Guidelines</i>
Relevant Organisation Documents	<i>Risk Management Framework, Child Safe Policy; Code of Conduct; Privacy Policy; Social Media Policy.</i>

RISK MANAGEMENT POLICY

PURPOSE

Standing Tall in Hamilton Inc. recognises that to achieve its objectives, risk management must be integrated into all organisational activities. It is through our people and practices that this commitment will be delivered.

The purpose of the risk management policy is to provide guidance regarding the management of risk to support the achievement of STiH's objectives, protect staff and business assets and ensure financial sustainability.

SCOPE

This policy applies to all STiH committee of management members, employees, management systems and processes throughout the organisation. The policy provides a key reference tool to guide organisational actions and practices for effective risk management.

This policy provides the over-arching guidance for the Risk Management Framework.

DEFINITIONS

STiH – Standing Tall in Hamilton

Inherent Risk - Is a risk that exists in the absence of any action to control or modify the circumstances.

Residual Risk - Risk remaining after treatment.

Cause - Causes precede the risk event and can include any factors that have the potential to give rise to risk.

Consequence - The outcome of an event and has an effect on objectives.

Likelihood - The chance of the risk eventuating, that is, the probability of the risk event.





POLICY

STiH is committed to the identification and effective management of risks which:

- may prevent, impair, assist or provide opportunities to meet its objectives in an integrated way.
- is consistent with the precautionary principle and adequate assessment of alternatives, and to plan and coordinate responses.
- provides an important enabling function that will help the organisation meet the expectations of stakeholders and provide quality services to the community.
- will provide greater certainty and security for stakeholders, employees, volunteers, mentors, and mentees.

STiH's approach to risk acceptance is governed by its risk appetite statement. STiH will be risk averse in relation to Occupational Health and Safety for the ongoing health and well-being of our people, contractors and philanthropic partners.

STiH is committed to:

- A formal risk management framework

There is a consistent approach to managing risks. Risks are formally listed in a register or risk management plan, assessed, controls identified, and residual risk calculated on a STiH and activity basis.

- Strategic risk management

Identifying impacts or events which may prevent, impair, assist or provide opportunities for STiH's ability to meet its objectives, and to plan and coordinate responses. Ensuring that risk management is an integral part of planning and decision-making processes.

- Operational and project risk management

Recognising that in all daily activities, including project planning and implementation, there are inherent risks, including fraud, liability and property and asset risks, and those risks need to be appropriately and proactively controlled.

- Risk management culture

Developing and maintaining a risk management culture in all employees and STiH members through leadership, consultation and education.

- Resourcing risk management

Making the necessary resources available to assist those accountable and responsible for managing risk. There is accountability assigned to all those with risk management responsibilities.





- **Defined roles and responsibilities**

All staff members with risk management roles and responsibilities are provided with the necessary authority to undertake these responsibilities.

- **Monitoring and evaluation**

Evaluating the performance of the Risk Management Policy and Risk Management Framework, ensuring the policy and framework are periodically monitored, reviewed and improved.

IMPLEMENTATION

STiH will ensure that all employees and STiH committee of management members are aware of this policy through an on-going induction and training program.

RESPONSIBILITY

Every employee has the right and obligation to identify and appropriately manage risks.

STiH acknowledges its responsibility in relation to risk management, approves the policy and sets the risk appetite.

DOCUMENTATION

Risk Management Framework

REFERENCES

ISO 31000:2018 Risk Management – Principles and Guidelines

Approved by: Standing Tall in Hamilton 21/5/2025 - To be reviewed by 21/5/2026

