

PESTELO MATRIX	Political	Economic	Social	Technological	Environmental	Legal/Statutory	Organisational	
IMPACT 1 None / Insignificant	No media coverage/no impact on staff/residents.	Loss/theft/damage/claim <£10k.	No insignificant community impact. Minor injury not requiring first aid .	No or negligible interruption.	No/negligible or marginal deviation/breach/non-compliance - contained within Council. No penalty likely.	No or negligible environmental impact No/low Council involvement No/low cost to Council.	No impact on objectives/service unaffected. No or barely noticeable reduction in project scope/quality/schedule. Short term low staffing/no disruption.	PROBABILITY Remote-will only occur in exceptional circumstances
IMPACT 2 Minor	Local media short term/minor impact on staff morale and/or reputation.	Loss/theft/damage/claim £10k-£100k.	Highly localised community impact/small scale. Minor injury or illness, first aid required. No staff absence necessary.	Some impact but only minor interruption.	Minor environmental impact. Maybe some Council involvement. Minimal cost to the Council.	Minor deviation/breach/non-compliance - contained within Council. Potential for minor penalty.	Minor impact on objectives/minimal service disruption. Minor reduction in project scope/quality/schedule - Impact restricted. Ongoing low staffing/minor service impact/potential for minor training related errors.	PROBABILITY Unlikely - unlikely to occur, but definite potential exists
IMPACT 3 Moderate	Local media longer term/clear impact on staff morale and/or reputation.	Loss/theft/damage/claim £100k-£500k.	Community impact in a number of the the Borough's localities/restricted repercussions for Council. Significant injury requiring medical treatment and/or counselling. Potential for staff absence.	Noticeable interruption and client inconvenience.	Noticeable environmental impact. Council implicated, and largely responsible for clean-up. Potential moderate cost to Council.	Deviation/breach/non-compliance reported to regulatory authority. Reprimand likely, potential for moderate penalty.	Noticeable impact on objectives/noticeable service disruption. Noticeable reduction in project scope/quality/objectives or schedule. Ongoing staffing level problems/late delivery of key objectives(s)/moderate training related errors.	PROBABILITY Possible - reasonable chance of occurring - has happened before within SBC or elsewhere
IMPACT 4 Major	National media (3+ days)MP concern - questions asked in parliament.	Loss/theft/damage/claim £500k-£2m.	Community impact contained within the city/ serious repercussions for Council. Major injury/long-term incapacity/loss of limb. Medical treatment and/or counselling required. Potential for staff absence.	Sustained service interruption and serious client impact - major contingency plans invoked.	Significant environmental impact. Council implicated and responsible for clean-up. Likely major cost to Council.	Deviation/breach/non-compliance reported to regulatory authority. Public reprimand and significant penalty.	Significant impact on objectives/considerable service disruption. Significant reduction in ability to meet project objectives/schedule. Lack of staff/uncertain delivery of key objectives/major training related errors.	PROBABILITY Likely - likely to occur - strong possibility
IMPACT 5 Critical	National media (<3 days)/public confidence undermined/service usage affected.	Loss/theft/damage/claim >£2m.	Widespread community impact, beyond Borough boundary/serious repercussions for Council Death/major injury leading to permanent incapacity.	Permanent loss of core service/facility, significant 'knock on' effect/inability to achieve key objectives.	Catastrophic environmental impact Council solely/heavily implicated and responsible for clean-up. Considerable cost to Council.	Deviation/breach/non-compliance reported to regulatory authority. Public statement and apology by the Council. Significant penalty and operational damage.	Unable to meet objectives/extended loss of service. Inability to meet project objectives, serious reputational damage. Critical training related errors.	PROBABILITY Almost Certain - the event will occur in most circumstances

Risk Matrix							
LIKELIHOOD	5	HIGHLY PROBABLE (> 80%)					
	4	PROBABLE (61 – 80%)					
	3	POSSIBLE (31 – 60%)					
	2	UNLIKELY (11 – 30%)					
	1	REMOTE (< 11%)					
				INSIGNIFICANT	MINOR	MODERATE	MAJOR
			1	2	3	4	5
IMPACT							

