



THE HEALING TRUST

The Healing Trust (The Charity) Risk Management Statement and Risk Management Policy

The Board of Trustees are fully committed to a Risk Management Strategy that incorporates the Charity's legal duties and compliance with Charities Commission Guidance documents.

Risk register

The areas of risk are divided into 6 categories:

1. Financial
2. Governance
3. Strategic
4. Operational
5. Compliance

Financial

We, the trustees aim:

- To comply with the Charities (Accounts and reports) Regulations 2008 (SI 2008 No. 629) recommendations that our trustees' Annual Report contain a risk management statement to confirm that the Charity's trustees have given consideration to the significant risks to which the Charity is exposed. Trustees have satisfied themselves that the established risk management policy, risk register and risk management action plan enables them to robustly manage those risks.
- To fully comply with our duty to protect and, where necessary, to recover, assets belonging to the Charity. This includes fully safeguarding the high-quality reputation of the Charity by assessing sources of risk to our reputation and taking action to protect it.
- To operate with due diligence for verifying donors; to enable prompt recognition of significant potential risks to our Charity's finances, operations, management, membership, employees, volunteers, and interface with external persons and agencies.
- Act in our Charity's best interests and manage its assets, investments and resources responsibly. This includes stringent internal financial controls with regular, accurate and complete financial management reports for trustees and statutory financial reporting for external bodies as required.
- To assess potential risk to income, expenditure and claims on reserves including from making operational losses. To create forward operational budgets and cash flows to estimate effects on profit and loss and balance sheet. To review and act on significant variances.
- To fully co-operate with our Auditors and independent examiners of our Charity statutory accounts and their legal duties to report certain issues to the Charities Commission. To review their findings and to promptly take all necessary actions to remedy shortfalls in our policies, systems and procedures.

Governance

We, the Trustees aim to:

- Govern the Charity on the basis of observing the principles of good governance: This includes Organisational Purpose; Leadership; Integrity; Board Effectiveness; Equality, Diversity and Inclusion; Openness and Accountability. We always aim to act democratically, responsibly, lawfully, honestly, reasonably and with due diligence at all times following the requirements of our Charity's governing documents – Memorandum & Articles of Association and Standing Orders. We will be alert to all potential conflicts of interest and take necessary action to deal with them.
- Operate a Risk Register and Risk Management Action Plan with monitoring, reporting and timely action to make improvements. We aim to reduce potential risks and the potential effects and harm to the Charity's operations, finances, membership, employees and volunteers and our interface with external persons and agencies.
- To engage with professional advice as required to be fully informed in order to fully and correctly comply with legal obligations and regulatory duties as a Charity and as a limited company, and to always act within our powers.

Strategic

- To create forward strategic plans to manage the Charity's opportunities. To create forward budgets and cash flows to estimate effects on profit and loss and balance sheet of proposed opportunities. To do so with risk in mind by realistically assessing potential and new risks. Where opportunities are progressed to implementation, to include these risks in our Risk Management Policy, Risk Register and Risk Management Action Plan.
- We will have regard for and incorporate all relevant factors into our decision-making including strategic. We will disregard irrelevant factors. We will take decisions that are reasonable and congruent with our duties and remit as trustees. We will always act in the best interests of the Charity. We will record all decisions and also record where there is non-agreement between trustees on these matters.
- To successfully achieve the Objects of the Charity - to support public health by the promotion of spiritual healing for the benefit of the public by educating and training healers and by ensuring proper standards in the practice of spiritual healing whilst having regard to risk, operating a Risk Management Policy, Risk Register and Risk Management Action Plan.

Operational

- Carry out our Charity's purposes for public benefit, including all lawful requirements (including Data Protection) for operation of Healing Centres and healing events, and having regard to risk to health and safety of volunteers, the public as well as safeguarding vulnerable persons. We will delegate our responsibilities to Centres and volunteers where practicable but at all times as trustees retaining responsibility and accountability for operational decisions and actions.
- To have clear lines of communication with the management, membership, employees and volunteers with regard to the administration of the Charity.

- To aim to identify gaps in our expertise and skills: in governance and at trustee level, such as knowledge of legal and regulatory obligations; at organisational level for employees, volunteer teams, tutors, Centres, healers, marketing and in the use of new technology and social media platforms. To implement training as necessary for existing personnel and volunteers; to recruit and engage competent personnel and volunteers to fill skills gaps.
- To operate a social media policy covering the Charity's website and social media platforms including for centres. This includes specified administrators with controlled passwords and monitoring of postings where these are permitted.
- To integrate procedures for prompt action at all levels, including healer and Centre level, for all external threats to employees, members, volunteers and the public. Threats might include risk of infection from contagious diseases especially in the context of a pandemic, fire, or social unrest.
- To create a disaster recovery plan for possible serious incidents and their potential impact. To train all key persons in the organisation involved in the recovery plan, specifying roles, procedures and actions.
- Implement data backup procedures and cyber security measures and to put in place an IT recovery plan.

Compliance

- Carry out our Charity's purposes to educate and train healers. To have a healer and tutor training that fully complies with the law, National Occupational Standards (NOS) and training criteria and Quality Criteria of our standards body UK Healers; to have a system in place that regularly monitors and verifies compliance of the Charity's trainings with all criteria.
- Promptly and confidentially respond to complaints and negative feedback, whether by employees, members, volunteers, students, the public or an outside agency through our complaints procedure and through the Charity's Governance and Ethics Committee. We aim to review each complaint and how we can improve as an organisation and a Charity; to report on any complaints and promptly implement recommendations into our Risk Register and Risk Management Action Plan.
- Have a system for internally monitoring, identifying and internal reporting of any significant incidents incorporating the prompt reporting of serious incidents to The Charities Commission. If incidents have been recorded, to promptly examine why an incident has happened and to put the necessary measures in to prevent them happening again.
- To have a system for assessing what are serious complaints and reporting serious complaints to The Charities Commission. Serious complaints are generally issues that pose a serious risk of significant harm to a Charity's beneficiaries, assets, services or reputation.
- To ensure that appropriate business insurances are in place including cover for the Charity's Assets, Professional Indemnity, Public Liability, Trustee Indemnity, Employees, Volunteers, Healing Centres, Events, Healer Members, Tutors and Student Healers.

- To take legal advice before taking (or defending) legal proceedings. We will act in our Charity's best interests at all times. We will consider why we want to take legal action, the merits of our case, the prospects of success, the value of the claim, the costs (in monetary and other resources) of pursuing the case whether we win or lose it, the ability of the other side to pay costs or damages and the likely harm to the Charity (in financial and reputational terms) whether it wins the case or not.
- To report fraud, or any other crime or what we suspect is terrorist activity in connection with the Charity, to the police. To report on and treat these as serious incidents and to remedy shortfalls in our policies, systems and procedures.
- Protect the Charity from abuse for extremist purposes: we always aim to obey the law and do not support terrorism or other illegal conduct, such as hatred on the grounds of race, religion or sexual orientation or any other basis. We aim to be inclusive of all difference and treat everyone equally making provision where required for disability and vulnerabilities. We always aim to be neutral in our opinions and inclusive as a Charity and as individual organisational representatives.

Approved by Board of Trustees on:

Reviewed by GEC and approved: 22/01/2026

Review Schedule: Annual

Next review due January 2027