

Risk Reference	Risk Title	Risk Description	Risk Owner	Responsible Officer	Initial Evaluation				Residual Evaluation			
					Total Impact	Likelihood	Total Assessment	Assessment Label	Total Impact	Likelihood	Total Assessment	Assessment Label
RG02	Balancing the Medium Term Financial Plan	There are increasing pressures on the costs of delivering council services, particularly statutory duties like adults and children's social care, driven by increased demand and high inflation. With funding levels not keeping pace, significant savings are required to ensure the councils finances are sustainable over the medium term. The main driver of the financial pressures is increased placements costs for children needing to come into care due to increased demand and complexity of need and market insufficiency.	John Sampson	Phil Winstanley	Catastrophic	Almost Certain	25	High (Risk) / Low (Opportunities)	Major	Likely	16	High (Risk) / Low (Opportunities)
RG05	Workforce capacity and loss of critical skills through an inability to recruit new employees and retain current employees in some areas.	The Council has been facing difficulties in recruiting to key and critical posts due to national and local issues with workforce shortages. The risk is that we are not able to fill key roles and offer the services to residents and communities and meeting the objectives and priorities in the Corporate Plan. Some key areas of concern include Engineers, HGV Drivers, or Social Workers. Social work capacity may result in poorer outcomes for children and young people resulting from a lower quality safeguarding services which in turn is the result of difficulties in attracting/retaining high quality, experienced children's social work staff. This risk will cover the corporate wide issues facing teams who are recruiting but will have specific reference to Social Work teams.	John Sampson	Steven Newton	Critical	Almost Certain	20	High (Risk) / Low (Opportunities)	Major	Possible	12	Medium
RG07	IT Disruption due to Attack	Failure to protect the Council's network from external and internal attacks which could lead to a loss of service for a period to our citizens potentially resulting in harm to individuals, damage to reputation and financial consequences.	John Sampson	John Bulman	Critical	Almost Certain	20	High (Risk) / Low (Opportunities)	Major	Likely	16	High (Risk) / Low (Opportunities)
CF25	Young people facing exclusion from school, and lack of inclusivity of young people in education, impacting the best outcomes and educational attainment levels	There are a high number of young people being excluded both for short periods (suspension) and permanently. This high level of exclusion places extra pressure upon other schools and upon the Pupil Referral Unit. Factors impacting inclusion and young people's outcomes include poverty, contextualised safeguarding, SEND, mental health and emotional wellbeing. The outcome if not addressed will be poor attendance, social isolation, higher numbers of electively home educated young people, children not in full time education as there are not suitable placements, not being ready for school in the early years, and more young people not remaining in education or employment beyond 16. The impact of this will be poor attainment levels of young people impacting on being able to achieve their best outcomes leaving school.	Danielle Swainston	Clare Mahoney	Critical	Almost Certain	20	High (Risk) / Low (Opportunities)	Major	Likely	16	High (Risk) / Low (Opportunities)

GEE35	Adapting and responding to the impacts of extreme weather events as a result of climate change	The Council faces a challenge in relation to an increase in extreme weather events, including increased flooding and storm risks, drought, heatwaves and unseasonal weather linked to climate change. The impact locally includes the increased likelihood of flooding, rising sea levels and high winds, impacting on properties, people and damage to infrastructure. Extreme weather (heat and cold) impacts on our vulnerable residents and the wider public health, resulting in a detrimental impact on the local environment, economy, health, and our communities. There is a financial impact with this risk, with limited council resources to recover from extreme events, as well as the impact on our day-to-day ability to deliver our critical and statutory	Robert Hoof	Robert Hoof	Major	Almost Certain	20	High (Risk) / Low (Opportunities)	Major	Likely	16	High (Risk) / Low (Opportunities)
RG17	Non-compliance with data protection legislation because of inadequate records management practices across the Council.	Non-compliance with the requirements of data protection legislation including the Data Protection Act 2018 and the UK GDPR because of records management practices across all council directorates. Outdated policies, inadequate disposal of documents and poor handling practices could lead to claims by data subjects, Information Commissioner's intervention, penalties and / or reputational damage for the Council.	Steven Newton	Steven Newton	Major	Almost Certain	20	High (Risk) / Low (Opportunities)	Major	Possible	12	Medium
CF38	Impact of increased numbers of children in our care	Potential risk to the council if the number of children requiring care due to complex safeguarding needs increases. There is a need to make sure that the measures in place remain robust in supporting children and young people to stay at home or within their family network when it is safe to do so. There is a risk that if the needs and demands cannot be fully met, it could lead to poor outcomes for our children and our ability to fulfil our statutory duties, which may result in significant safeguarding concerns which adversely impact our children. This could include a lack of adequate and suitable placements, locally or regionally to meet the needs of children who require care and the risk that demand cannot be met through regulated provision.	Danielle Swainston	Danielle Swainston	Catastrophic	Almost Certain	25	High (Risk) / Low (Opportunities)	Major	Likely	16	High (Risk) / Low (Opportunities)