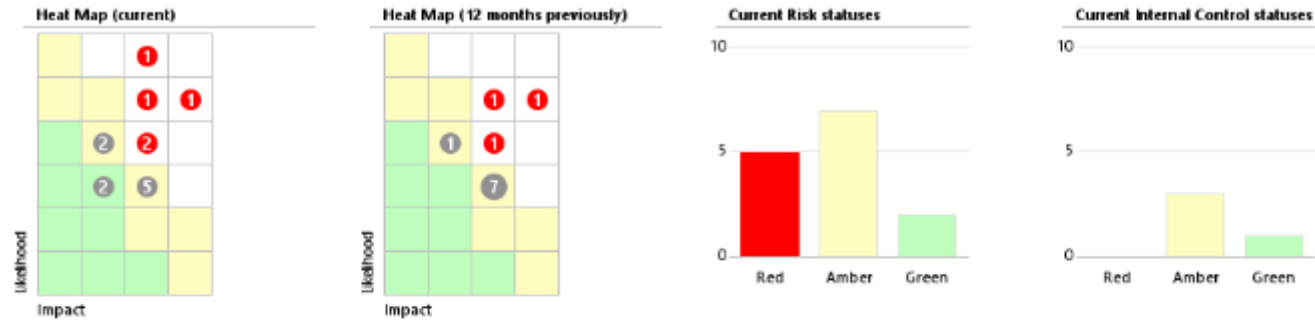
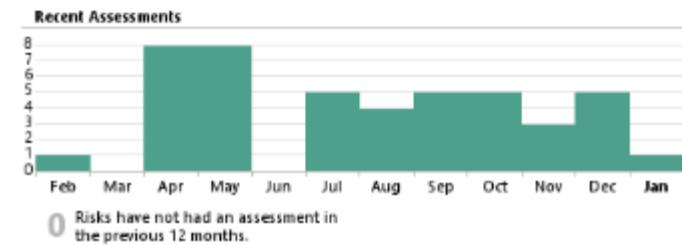


Corporate Risks


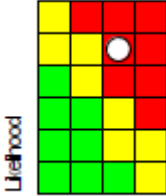
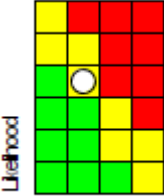
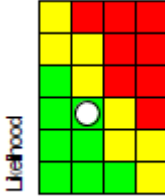



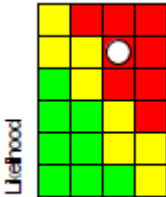
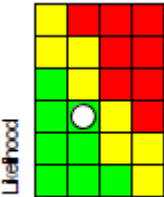
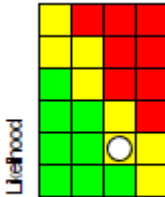

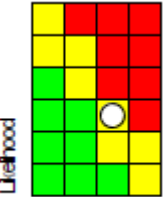
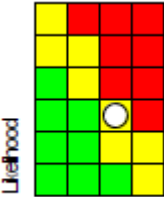
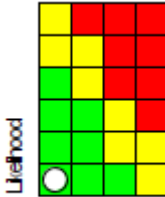
Highest Score (Overall)			Lowest Score (Overall)		
Risk ID	Description	Score	Risk ID	Description	Score
JADQ CR102	Ability to comply with the regulatory regime se...	20	JADQ CR029	Ability to identify savings required by MTF5	6
JADQ CR107	Inability to implement new Finance system suc...	18	JADQ CR096	Loss / delays in receipt of key income sources (...)	6
JADQ CR098	Ability to meet statutory obligation process tim...	15	JADQ CR005	Levels of sickness absence	8
JADQ CR086	Planning appeals	12	JADQ CR040	Having an adopted LDF / Local Plan	8
JADQ CR090	Workforce planning – ability to recruit and/or ...	12	JADQ CR032b-c	Level of central government funding	9
JADQ CR032b-c	Level of central government funding	9	JADQ CR088	Sustainability of HRA business plan and ability...	9
JADQ CR088	Sustainability of HRA business plan and ability...	9	JADQ CR091	Ability to deliver Regeneration Programmes	9
JADQ CR091	Ability to deliver Regeneration Programmes	9	JADQ CR105	Failure to comply with the provisions of the Pr...	9
JADQ CR105	Failure to comply with the provisions of the Pr...	9	JADQ CR108	Ethical Governance – ability to address the rec...	9
JADQ CR108	Ethical Governance – ability to address the rec...	9	JADQ CR086	Planning appeals	12
JADQ CR005	Levels of sickness absence	8	JADQ CR090	Workforce planning – ability to recruit and/or ...	12
JADQ CR040	Having an adopted LDF / Local Plan	8	JADQ CR098	Ability to meet statutory obligation process tim...	15
JADQ CR029	Ability to identify savings required by MTF5	6	JADQ CR107	Inability to implement new Finance system suc...	18
JADQ CR096	Loss / delays in receipt of key income sources (...)	6	JADQ CR102	Ability to comply with the regulatory regime se...	20



Legend: Current (teal), Target (green)






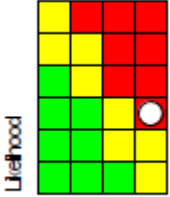
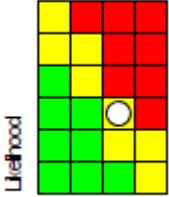
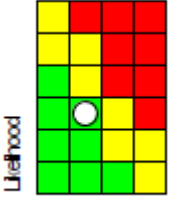

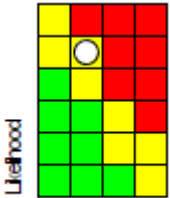
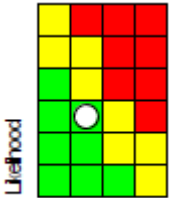
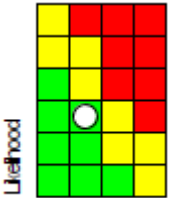

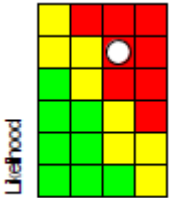
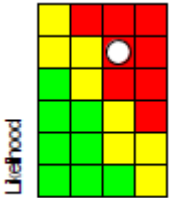
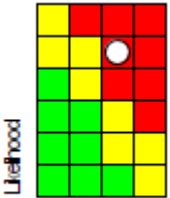
N.B Note recent re-assessment of Procurement Act risk from significant to medium as detailed below

Code	Title	Assignee	Last Modified Date	Traffic Light Icon	Next Assessment Date	Original Matrix	Current Risk Matrix	Target Risk Matrix	Latest Note	Note Date
(ADC) CR005	Levels of sickness absence	Nikki Morris; Rachel Ward	10-Dec-2024		01-Jan-2025	 Likelihood Impact	 Likelihood Impact	 Likelihood Impact	<p>YTD absence is currently 5.11 days which is under the YTD target of 5.53 days. The main cause of absence is long term, with 82.3% of all absence due to long term absence</p> <p>The stats above are for absence reporting April – October 2024</p> <p>Several interventions have been put in place to support employees. These include:</p> <ol style="list-style-type: none"> 1. Implementation of updated Attendance Policy. Making the policy more streamlined and easier to navigate 2. Training on absence management has been undertaken during August and September 2024 3. Ongoing robust management of absence cases and HR work closely with managers accordingly. 4. Improved communications in 	10 th December 2024


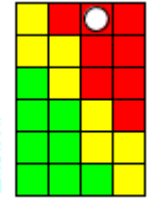
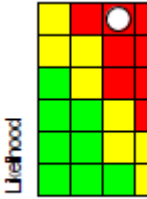
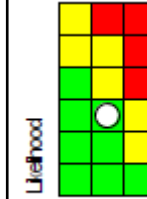
Code	Title	Assignee	Last Modified Date	Traffic Light Icon	Next Assessment Date	Original Matrix	Current Risk Matrix	Target Risk Matrix	Latest Note	Note Date
									<p>regard to wellbeing support mechanisms in place to facilitate employees back into the workplace or remain in work.</p> <p>5.Health and well-being event undertaken in November to target mental health and muscular skeletal</p>	
(ADC) CR029	Ability to identify savings required by MTFS	Peter Holland	17-Sep-2024		01-Oct-2024	 Likelihood Impact	 Likelihood Impact	 Likelihood Impact	Service Reviews, asset rationalisation and the identification of income generating opportunities will continue throughout 2024/25 to aid the setting of a balanced budget for 2025/26 and a more sustainable MTFS.	17 Sep 2024
(ADC) CR032b-c	Level of central government funding	Peter Holland	17-Sep-2024		01-Oct-2024	 Likelihood Impact	 Likelihood Impact	 Likelihood Impact	The new Government has given a commitment that they will move towards multi-year Funding Settlements but for 2025/26 the Settlement will be one year. There remains considerable uncertainty potential impact of the implementation of Local	17 Sep 2024


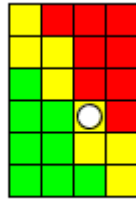
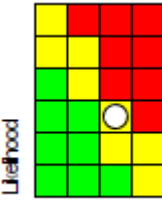
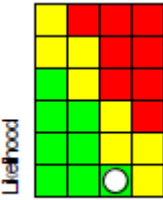
Code	Title	Assignee	Last Modified Date	Traffic Light Icon	Next Assessment Date	Original Matrix	Current Risk Matrix	Target Risk Matrix	Latest Note	Note Date
									Government Funding Reform. It is anticipated that the Budget at the end of October 2024 may start to address some of the uncertainty.	
(ADC) CR040	Having an adopted LDF / Local Plan	Christine Sarris	19-Nov-2024		01-Jan-2025				The Examination in public has begun. the Inspector is concerned about not having a 15 year supply of housing and seems to want some changes to sustainability Appraisal. We are awaiting his deliberations following the first week of the Examination before reconvening in January.	19 Nov 2024
(ADC) CR086	Planning appeals	Christine Sarris	19-Nov-2024		01-Jan-2025				It is anticipated that one of the applications overturned at appeal is not actually a major as it is now described as an access road. The Council was also successful in defending a solar farm appeal. There are 3 majors on the books so still at a critical stage over the 2 year rolling period.	19 Nov 2024

Code	Title	Assignee	Last Modified Date	Traffic Light Icon	Next Assessment Date	Original Matrix	Current Risk Matrix	Target Risk Matrix	Latest Note	Note Date
(ADC) CR088	Sustainability of HRA business plan and ability to invest in current and new stock	Phil Warrington	07-Oct-2024		01-Jan-2025	 Likelihood Impact	 Likelihood Impact	 Likelihood Impact	Remains an amber risk. Awaiting outcome of stock condition survey and details of future investment needs of the housing stock. May lead to a review of the likelihood of the risk.	07 Oct 2024
(ADC) CR090	Workforce planning – ability to recruit and/or retain filled position to critical posts	Craig Bonar	17-Dec-2024		01-Apr-2025	 Likelihood Impact	 Likelihood Impact	 Likelihood Impact	Risk levels increased following English Devolution White Paper commitment to dissolving District Councils within two tier areas to be replaced by new Unitary authorities. Proposals are required in 2025 with implementation expected within parliamentary term. This will create significant uncertainty both within existing workforce and potential applicants for vacant posts and accentuate recruitment and retention challenges going forward.	17 Dec 2024

Code	Title	Assignee	Last Modified Date	Traffic Light Icon	Next Assessment Date	Original Matrix	Current Risk Matrix	Target Risk Matrix	Latest Note	Note Date
(ADC) CR091	Ability to deliver Regeneration Programmes	Sarah Daniel	27-Nov-2024		01-Oct-2024				No changes to the impact and likelihood ratings.	27 Nov 2024
(ADC) CR096	Loss / delays in receipt of key income sources (Business Rates, Council Tax, Housing and Investment Property Rents)	Peter Holland	17-Sep-2024		01-Oct-2024				At present recovery levels overall are at an acceptable level. This will be continually monitored during 2024/25 and any change to this position will be reported through to CWIG, SLT and Cabinet, as appropriate.	17 Sep 2024
(ADC) CR098	Ability to meet statutory obligation process timescales (eg gas servicing, CO alarm installation)	Chris Clipstone; Richard Davis	17-Oct-2024		01-Jan-2025				Following the introduction of a new servicing Contractor we are experiencing a very challenging period in terms of Contractor performance. We are also still encountering numerous difficult access properties who are reluctant to provide access to their home for these essential services to be completed	17 Oct 2024

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(ADC) CR102	Ability to comply with the regulatory regime set out by the Regulator of Social Housing	Nicky Moss	14-Oct-2024		01-Jan-2025	 Likelihood Impact	 Likelihood Impact	 Likelihood Impact	Work continues to be undertaken to ensure we meet the requirements of the Regulator of Social Housing and prepare for forthcoming inspections. An action plan is in place and this is tracked at the Housing Regulation Meetings.	14 Oct 2024
(ADC) CR105	Failure to comply with the provisions of the Procurement Act 2023	Chris Clarke	09-Dec-2024	 	01-Jan-2025	 Likelihood Impact	 Likelihood Impact	 Likelihood Impact	Most of the commissioning officers have completed the required learning. A final pre go live procurement forum is scheduled for January 2025. Resources discussed to support the new reporting arrangements and administrative work for the transparency requirements. Early Qu 3 Update (reduced to medium) The Procurement Forum to be held later in January will present an update as well as cover the key points of the new Act. Preparation for the introduction of the new Central Digital Platform	09 Dec 2024 8 Jan 2025

Code	Title	Assignee	Last Modified Date	Traffic Light Icon	Next Assessment Date	Original Matrix	Current Risk Matrix	Target Risk Matrix	Latest Note	Note Date
									is underway with further workflow planning where the Procurement Partnership publish notices - new notices will be required under the Act. A Local Needs Analysis is being conducted by Social Value Portal to determine key social value deliverables and will assist when using social value in the assessment criteria. All frameworks to be used will be vetted by procurement staff to ensure suitability. All tenders must be managed by the Procurement Partnership to ensure compliance with the new Act	
(ADC) CR107	Inability to implement new Finance system successfully in a timely manner	Andrew Page	31-Oct-2024		01-Jan-2025	 Likelihood Impact	 Likelihood Impact	 Likelihood Impact	An action plan is being developed with assistant directors, to clarify agreed priorities and set clearer milestones. Whilst progress is continuing on points of detail, ongoing delays (with invoice processing in particular) continue to present risk to the organisation.	18-Dec-2024

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(ADC) CR108	Ethical Governance – ability to address the recommendations in the Corporate Peer Challenge and to implement changes to Standards brought about by the English Devolution White Paper proposals once legislation passed.	Ruth Dennis; Michael Joy	18-Dec-2024		01-Apr-2025	 Likelihood Impact	 Likelihood Impact	 Likelihood Impact	<p>Member development is a rolling project, ensuring that Elected Members undertake both mandatory and development training. This is monitored and reported to each Elected Member setting out completed and outstanding training and through the Standards and Personnel Appeals Committee (through the Member Development Strategy).</p> <p>Members received Ethical Governance Training from the LGA as part of their induction in May 2023. Further Member training on Ethical Governance is planned during 2025.</p> <p>The programme will also include LGA supported training and development relating to roles and responsibilities. The full programme is yet to be finalised. The</p>	18-Dec-2024

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									<p>programme to date includes focussed conversations or sessions involving Leadership, SLT and Cabinet. Wider training relating to “political astuteness” for relevant officers is yet to be scoped.</p> <p>The Standards and Personnel Committee’s workplan for 2024/25 includes a review of the Members’ Code of Conduct and associated documents including the complaints process and the Member/Officer Protocol. The Standards Working Group to review the Member/Officer Protocol and Model Code of Conduct held its first meeting in October 2024. Recommended changes will be made to the AGM in May 2025.</p> <p>The Member / Officer Communication Strategy is currently under review following</p>	

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									<p>its introduction in January 2024. The dropbox approach for reporting issues is being reviewed to consider alternative solutions for example CRM system. This could be successful for co-ordinating members' routine, day-to-day casework. Consultation with Members and Officers has been completed regarding the existing Member Officer Communications Strategy.</p> <p>Legislative changes will be monitored via the Standards and Personnel Appeals Committee and added to the workplan as appropriate.</p> <p>All Political Group Leaders invited to a monthly meeting to address any issues both strategic / corporate or group specific.</p>	