



	Details of Risk					Res	Residual Risk Actions							
Risk No.	Risk Description	Trigger	Result	Owner	Key Controls/Mitigation			Score *	Description	Action Owner	Target Date	Revised Target Date	Action Status	Action Owner Acronyms explained
1a	the Council will deliver services over the 5 year Business Plan commencing 2015/16	Failure to have clear political direction, vision, priorities, and outcomes in 15/16 Business Plan. Failure to plan effectively to achieve necessary efficiency savings and service transformation. Failure to identify sufficient additional savings in addition to existing plans, in light of forthcoming CSR. Worsening Pension Fund deficit 5. Legislative changes add unforseen pressures to Council savings targets	The Council lacks clear direction for resource use and either overspends, requiring the need for reactive savings during the life of the plan, or spends limited resources unwisely, to the detriment of local communities.		1. Robust political leadership, strong vision, clear priorities and policies, developed through councillor engagement 2. Robust engagement with members of CLT and Councillors through the Business Planning process timetable, to ensure greater cross-organisational challenge and development of options. 3. Full consultation with public, partners and businesses during planning process, including thorough use of data research and business intelligence to inform the planning process 4. Stronger links with service planning across the Council seeking to transform large areas of spend. 5. Business Planning process requires early identification of possible impacts of legislative changes, as details emerge		4	12						
1b	Failure to deliver the 2014/15 Business Plan	1. Failure to deliver (with partners) the Business Plan and achieve required efficiency savings and service transformation. 2. Assumptions in existing Business Plan regarding the wider economic situation are inaccurate. 3. Organisation not sufficiently aligned to face challenges.	The Council is unable to achieve required savings and fails to meet statutory responsibilities or budget targets; need for reactive inyear savings; adverse effect on delivery of outcomes for communities	CE	1. Robust service planning; priorities cascaded through management teams and through appraisal process 2. Strategy in place to communicate vision and plan throughout the organisation 3. Performance Management 4. Governance framework to manage transformation agenda: a. Integrated portfolio of programmes and projects b. Routine portfolio review to identify and address dependencies, cross cutting opportunities and overlaps c. Directorates to review and recommend priorities d. Directorate Management Teams/Programme Gvnce Boards ratify decisions 5. Rigorous RM discipline embedded in all transformation programmes/projects, with escalation process to Directorate Management Teams / Programme Boards 6. Integrated performance and resource reporting a. Monthly progress against savings targets b. Corporate Scorecard monitors performance against priorities c. Budget holders monthly meetings with LGSS Finance Partner/External Grants Team, producing BCR d. Regular meetings with Director of Finance/s151 Officer, Committee Chairs and relevant Directors to track exceptions and identify remedial actions 7. Rigorous treasury management system in place plus ongoing tracking of national and international economic factors and Government policy 8. Limited reserves for minor deviations 9. Routine monitoring of savings delivery to identify any required interventions 10. Bi-annual Leaders and Chairs meeting and Cambridgeshire Public Service Board 11. Board Thematic Partnerships including the LEP and the Health and Well Being Board, commissioning task and finish groups 12. LGSS governance arrgts incl representation on SMT		4	12						
2	The quality, responsiveness and standard of LGSS Services fail to meet CCC requirements	expands its customer base 2. Failure to manage LGSS service delivery to CCC		CD CS&T	Joint Committee Structure incl CCC Cllr representation, LGSS Overview and Scrutiny Cttee, Chief Executive sits on LGSS Management Board LGSS director representation on SMT to ensure LGSS meets current and future Council needs LGSS Strategic Plan, Strategy Map and Improvement Activities identified Programme Management arrangements in place to move forward workstreams CCC performance management arrangements LGSS performance management team LGSS SLA's in place and regularly reviewed in detail Corporate Director CS&T responsible for managing LGSS / CCC relationship		3	9	In-depth reviews of SLAs for priority areas: IT, Property, HR Transactions and HR Advisory	CD CS&T			G	Corporate Director, Customer Service and Transformation
3	with the right skills and experience to deliver the Council's priorities at a time of	Ineffective recruitment outcomes Ineffective planning processes Unattractive terms and conditions of employment. High staff turnover Lack of succession planning to capture experience and knowledge 6. Increasing demand for services	services 2. Regulatory criticism/sanctions 3. Civil or criminal action 4. Reputational damage to the Council		Annual business planning process identifies staffing resource requirements Children and Adults Workforce Strategy and Development plans Robust performance management and development practices in place. Flexible terms and conditions of employment Appropriate employee support mechanisms in place through the health and well being and counselling service agenda. Organisational Workforce Development Programme		4	12	Workforce Strategy and Development Plan.	HoWD	Mar 14	Mar-15		Head of Workforce Development



Details of Risk						Res	sidua	l Rie	k Actions					Version Date: August 2014	
Risk No.	Risk Description	Trigger	Result	Owner	Key Controls/Mitigation	Probability		* Score		Action Owner	Target Date	Revised Target Date	Action	Action Owner Acronyms explained	
					7. Use of statistical data to shape activity relating to recruitment and retention										
4	The Council does not achieve best value from its procurement and contracts		Poor value for money Legal challenge Wasted time and effort in contractual disputes		Contract regulations and Procurement Best Practice Guidance. Contract Review Group (CRG) reviews proposed new contracts over £500k that are not subject to specific Project Board structure Procurement Training Central Contract register	2	3	6						-	
		1. Insufficient funding is obtained from a variety of sources, including growth funds, section 106 payments, community infrastructure levy and other planning contributions, to deliver required	with consequent impacts on		Maximisation of developer contributions through Section 106 negotiations. Prudential borrowing strategy is in place.				Assist Cambridgeshire City Council and South Cambridgeshire District Council in implementing the Community Infrastructure Levy regime and setting charges Assist Hunts DC in implementing the	HoTIPF HoTIPF	Feb-15		G		
			in greater borrowing requirement to deliver essential infrastructure and services which is unsustainable.		3. Section 106 deferrals policy is in place.				Community Infrastructure Levy regime. 3. Assist East Cambs District Council in implementing the Community Infrastructure Levy regime.	HoTIPF	Ongoing		G G		
		2. Significant reduction in in school infrastructure funding in 2016/17 from £34m per annum to £4m			External funding for infrastructure and services is continually sought. Implementation of Community Infrastructure Levy				4. Assist Fenland District Council in implementing the Community Infrastructure Levy regime and setting charges 7. Investigate the potential for use of Tax	HoTIPF Exec	Summer 2014 Ongoing		А	HoTIPF - Head of Transport	
					Strategic development sites dealt with through S106 rather than CIL and S106				Increment Financing and other innovative forms of funding. 8. Respond to District Council Local Plans to	Director, ETE HoGE	Ongoing			Infrastructure Policy and Funding	
9	Failure to secure funding for infrastructure			ED ETE		4	4	16	address infrastructure policy deficit at all stages of the Local Plan process.		Origoing			HoGE - Head of Growth and Economy HoS&P - Head of Strategy and	
						7 Planning Obligation document in place for district's and CCC use				Assist service areas define their infrastructure requirements to be pulled together within one policy document for use	HoTIPF			G	Planning SD S&C - Service Director, Strategy and Commissioning
							8. Lobby with LGA over infrastructure deficit				Scope out potential for a more joined up approach to CIL and investment in infrastructure	HoTIPF			G
					On-going review, scrutiny and challenge of design and build costs to ensure maximum value for money					12. Seek to maximise potential Basic Need capital allocations through submission of a robust evidence-based School Capacity Annual Return to the Department for Education.	Exec Director, CFA	Aug-15		G	
					Coordination of requirements across Partner organisations to secure more viable shared infrastructure				13. Develop working groups with district councils to source external funding opportunities in growth sites (e.g. Big Lottery)	HoS&P	Dec-14		G		
									14. Develop a New Communities Strategy to provide clearer arrangements for planning for new communities across CFA	SD S&C	Sep-14		G		
		system	Increased pressure on vulnerable families increases the		Community Cohesion Strategy and Action Plan in place. Child Poverty strategy agreed with multi agency commitment										
		S .	demand for services 2. Housing harder to access leading to increased homelessness and relocation to		Monitoring of impact of benefit changes allows increases in need to be better anticipated				Work with LEP to access ESF funds to support projects which support Social Inclusion and combat poverty	SD S&C	Jun-14	Dec-14	A		
			areas of lower cost housing 3. Increased community tensions and public dissatisfaction		 Cambs Sub-regional Housing Board planning for future housing needs in the long term. 				Develop and action Children's Trust priority to mitigate the impact of poverty on health and learning outcomes	ED CFA	Dec-14		G	SD S&C - Service Director, Strategy and Commissioning	
14	Increased demand for services arising from increased financial and social pressure on individuals,		Sections of community feel excluded/marginalised potentially resulting in increased community tensions and public dissatisfaction	ED CFA	County Homeless Executive working to reduce the impact of homelessness. Sub-regional Homeless Group working the reduce the incidence of	3	3	9	New Child Poverty Strategy to be developed Revise the CFA Strategic Commissioning	HoS&P HoS&P	Sep-14 Jul-14	Oct-14	G 	ED CFA - Executive Director Children, Families and Adults	
	families and communities		tensions and public dissatisfaction		homelessness. 6. CYP Area partnerships supporting the uptake of Free School Meals						Framework to include building community resilience and shape communities 12. Utilise feedback from the Transforming Lives workshops to inform the way we	HoS&P	Jul-14		G
					Welfare reform communications to families coordinated by the Families Information Service				commission and deliver our services 13. Modelling work to identify triggers of demand for services	SD S&C	Sep-14		G		

Appendix 2

	Details of Risk							l Risk	Actions					
Risk No.	Risk Description	Trigger	Result	Owner	Key Controls/Mitigation	Probability	Impact	Score *	Description	Action Owner	Target Date	> 0	Action Status	Action Owner Acronyms explained
					8. Demand management work							_		





	Details of Risk					Res	sidua	ıl Ris	k Actions	3				
0 7 0 1	Risk Description	Trigger	Result	Owner	Key Controls/Mitigation	Probability	Impact	Score *	Description	Action Owner	Target Date	Revised Target Date	Action Status	Action Owner Acronyms explained
1	Lack of capacity to resource future demand for services in respect of children and adults	Significant increase in the numbers of children and adults requiring services Increase in the acuity of needs Resourcing pressures within the Council Sudden increase in population in one area due to large building development		ED CFA	 Regular audits of assessment processes and the use of trend data to identify children's needs at the earliest stage. Multi-agency panels enable commissioners of services to consider and plan to meet needs jointly and agree funding Joint Strategic Needs Assessment (JSNA) provides population information, which is used to target services in Adult Social Care and CYPS Other safeguarding measures in place to identify service users and close liaisor between multi agency partners to help manage any unanticipated increase in need Linkage with Business Planning process Special Educational Needs (SEN) Strategy Placements Strategy Strategic commissioning framework priorities New Communities Service ensures awareness of what will be required to resource service provision in new communities 		4	122	11. Review progress of Placements Strategy	ED CFA	Dec-13 Mar-14 Jun-14 Jul-14 Sep-14 Mar-15 Apr-15 Jul-14 Sep-14 Dec-14	May-14 Dec 14 Mar-15	G G	ED CFA - Executive Director Children, Families and Adults SD OP - Service Director, Older People and Mental Health SD E&P - Service Director, Enhanced and Preventative SD S&C - Strategy and Commissioning SD ASC - Service Director, Adult Social Care
2	Non compliance with legislative and regulatory requirements	Staff unaware of changes to legislative/regulatory requirements Lack of staff training Lack of management review	Adverse reports from regulators Criminal or civil action against the Council Reputational damage	CE	1. LGSS legal team robust and up to date with appropriate legislation. 2. LGSS legal team brief Corporate Leadership Team on legislative changes 3. Service managers kept abreast of changes in legislation by the Monitoring Officer, Gov departments and professional bodies 4. Monitoring Officer role 5. Code of Corporate Governance 6. Community impact assessments required for key decisions 7. Business Planning process used to identify and address changes to legislative/regulatory requirements 8. Constitutional delegation to Committees and SMT 9. H&S policy and processes 10. Council's Policy Network discusses responses to emerging legislative changes		4	8						
2	Business Disruption	1. Loss of staff (large quantities or key staff) 2. Loss of premises (including temporary denial of access) 3. Loss of IT, equipment or data 4. Loss of a supplier 5. Loss of utilities or fuel	1. Inability to deliver consistent and continuous services to vulnerable people 2. School closures at critical times impacting students' ability to achieve 3. Inability to fully meet legislative and statutory requirements 4. Increase in service demand (e.g. in pandemic) 5. Inability to respond to citizens' request for services or information 6. Lasting reputational damage	CD CST	1. Corporate and service business continuity plans 2. Relationships with the Unions including agreed exemptions 3. Corporate communication channels 4. Multi-agency collaboration through the Cambridgeshire & Peterborough Local Resilience Forum (CPLRF) 5. First phase of IT resilience project including the increased alternative power/environment conditions in major machine rooms 6. Operational controls 7. Resilient Internet feed 8. Business continuity testing 9. CCC corporate BCP Group incl LGSS BC leads	3	4	12	for resilience/backup of all systems, in addition to Scott House facility. 4. Plan and Implement Phase 3 of IT Resilience programme – duplication of key systems - in progress	DoIT HoEP HIA&RM	Mar-13 Mar-13 Aug-14 Oct-14	Oct 13 Nov 13 Mar 14 TBC		DoIT - Director of Information Technology HoEP - Head of Emergency Planning HIA&RM - Head of Internal Audit and Risk Management



Risk No.	Risk Description					Residual Risk Actions				ns				
		Trigger	Result	Owner	Key Controls/Mitigation	Probability	Impact	Score *	Description	Action Owner	Farget Date	Revised Farget Date	Action Status	Action Owner Acronyms explained
			Cambridgeshire residents are not met, contributing to social		A Governance group, including member representation from each of the districts, County, NHS, Cambridgeshire ACRE is in place to oversee the programme									
		Ğ	exclusion, poor take up of employment and education opportunities, and reduced quality		The Cambridgeshire Future Transport programme board consisting of representatives from ETE, CFA and Comms				1. Engagement in areas H,I,J	HoPT	Jan-15		G	
			of life.		3. Strategic business case, Risks and Issues Log and programme is in place.									HoPT - Head of Passenger Transport
22 Tra	The Cambridgeshire Future ransport programme fails to leet its objectives within the		A revised programme has been developed which means that the project should be completed by the		Communications strategy	3	3	9	Identify suitable delivery models for areas E, F, G	HoPT	Jul-15		G	
me	available budget		end of March 2015 increased to reflect Failure to complete on time will mean business plan savings		Engagement strategy including stakeholder mapping Bi-weekly project team meetings.				3. Engagement in areas K, L, M	HoPT	Apr-15		G	
			are not achieved.		7. Updates are provided for Members via Key Issues.									
					3 year programme approved by Governance Group.									
			Reputational damage		Financial Procedure rules									
		control framework and lack of awareness of anti-fraud and	2. Financial loss		Anti Fraud and Corruption Strategy incl Fraud Response Plan Whistle blowing policy				Implement anti bribery policy	HIARM	Mar-14	Jul-14		HIARM - Head of Internal Audit
		corruption processes. 2. Increased personal financial			Codes of conduct				o. Implement and bribery policy	I II/AI XIVI	IVIGI-14	Sep-14	Α	and Risk Management
		pressures on individuals as a result of the current economic climate			5. Internal control framework									
23 N	Major Fraud or Corruption			CE	6. Fraud detection work undertaken by Internal Audit	2	3	6						
					7. Awareness campaigns									
					Anti Money Laundering policy Monitoring Officer/Democratic Services role									
					10. Publication of spend data in accordance with Transparency Agenda									
		Failure to equip staff and managers with the training, skills,	Adverse impact on Council's reputation.		Governance; SIRO, CIO, Corporate Information Management Team encompassing Information Management, Information Governance, Records									
		systems and tools to enable them to meet the statutory standards for	Adverse impact on service delivery, as unable to make		Management, policies confirming responsibilities (see below) Data protection registration requirements									
		Failure to ensure that information and data held in	informed decisions. 3. Financial penalties. 4. Increase in complaints and		Policies: Data Protection, Freedom of Information, Information Security Incidents, Mobile Devices, Code of conduct, Retention schedules, IT security related policies (computer use, email), Information Management Strategy									
		accurate, up to date,	enquiries by the ICO. 5. Decisions made by managers are not appropriate or timely.		 Procedures: FOI, Subject Access Request Handling, Records Management, service level operational procedures, 									
24 Ac	Management and Data	to enable managers to make confident and informed decisions.	are not appropriate or unity.	CD CST	 Tools: Encrypted laptops and USB sticks, secure email and file transfer solutions, asset registers (USB sticks, encrypted laptops) 	3	3	9	Roll out of EDRM to manage the information lifecycle (including information standards). Task and finish group established to drive forward greater awareness raising and training	IM	Mar-13	Nov 13 Dec 14	G	IM - Information Manager
					Training and awareness: Data Protection, information security, information sharing, Freedom of Information and Environmental Information Requests									
					Advice: Information Management advice service (IM, IG, RM, security), Information Management addressed via the Gateway project				Review e-safety policy	CDCST	Nov-13	Dec-14		Corporate Director, Customer Services and Transformation
					Information asset catalogue Information sharing protocols embedded internally and with partners								\square	
					Audit/QA of accountabilities process								+	
		Lack of change management	The Council is unable to		Formal project to manage the creation of and transition to Committee system	П								
		and key officers in the new	undertake its business in an effective manner		New model tested with directorates and s151 Officer Executive directors consulted				Internal communications to raise awareness of committee system workings	P&PM	Jul-14	Jan-15	G	Policy and Projects Manager
		governance arrgts	Reputational damage to the Council		Presentation to councillors and key officers					DoLPG	Jan-15		G	Director of Law, Property & Govn
	Failure to effectively nplement the Council's new			CE	5. External scrutiny of proposals	2	4	8	,					55
ge	governance arrangements		Legislative and Regulatory non compliance		6. Peer review by a Council which recently changed to committee governance									
					7. Training for committee groups 8. Group leaders meet monthly with Chief Executive									
					Six monthly review of Committee system									

Appendix 2

Version Date: August 2014

	Details of Risk					Resi	dual I	Risk	Actions					
Risk No.	Risk Description	Trigger	Result	Owner	Key Controls/Mitigation	Probability	пра	Score *	Description	Action Owner	Target Date	ise	Action Status	Action Owner Acronyms explained

SCORING MATRIX (see Risk Scoring worksheet for descriptors)

VERY HIGH (V)	5	10	15	20	25
HIGH (H)	4	8	12	16	20
MEDIUM (M)	3	6	9	12	15
LOW (L)	2	4	6	8	10
NEGLIGIBLE	1	2	3	4	5
LIKELIHOOD	VERY RARE	UNLIKELY	POSSIBLE	LIKELY	VERY LIKELY

* RAG RATING RISK SCORES

RED rated risk 16 - 25 AMBER rated risk 5 - 15 GREEN rated risk 1 - 4

RISK F

VERSION NUMBER	VERSION DATE	AGREED BY
1	Jun-12	SMT
2	Aug-12	SMT
3	Nov-12	SMT
4	Feb-13	SMT
5	May-13	SMT
6	Aug-13	SMT
7	Nov-13	SMT

REGISTER VERSION HISTORY

First version in new format		
First version in new format		FURTHER DETAILS
	First version in new format	

RISK SCORING MATRIX

VERY HIGH (V)	5	10	15	20	25
HIGH (H)	4	8	12	16	20
MEDIUM (M)	3	6	9	12	15
LOW (L)	2	4	6	8	10
NEGLIGIBLE	1	2	3	4	5
LIKELIHOOD	VERY RARE	UNLIKELY	POSSIBLE	LIKELY	VERY LIKELY

Red scores - excess of Council's risk appetite - action needed to redress, quarterly monitoring Amber scores - likely to cause the Council some difficulties - quarterly monitoring Green scores - monitor as necessary

Descriptors to assist in the scoring of risk impact are detailed below

Likelihood scoring is left to the discretion of managers as it is very subjective

IMPACT DESCRIPTORS

The following descriptors are designed to assist the scoring of the impact of a risk:

	Negligible (1)	Low (2)	Medium (3)	High (4)	Very High (5)
Legal and Regulatory	Minor civil litigation or regulatory criticism	Minor regulatory enforcement	Major civil litigation and/or local public enquiry	Major civil litigation setting precedent and/or national public enquiry	Section 151 or government intervention or criminal charges
Financial	<£0.5m	<£1.0m	<£5m	<£10m	>£10m
Service provision	(a) Insignificant disruption to service delivery	(a)Minor disruption to service delivery	(a) Moderate direct effect on service delivery	(a) Major disruption to service delivery	(a) Critical long term disruption to service delivery
People and Safeguarding	No injuries	Low level of minor injuries	Significant level of minor injuries and/or instances of mistreatment or abuse of an individual for whom the Council has a responsibility	Serious injury and/or serious mistreatment or abuse of an individual for whom the Council has a responsibility	Death of an employee or individual for whom the Council has a responsibility or serious mistreatment or abuse resulting in criminal charges
Reputation	No reputational impact	Minimal negative local media reporting	Significant negative front page reports/editorial	Sustained negative coverage in local media or	Significant and sustained local opposition to the Council's

1	Ī	COMMENT IN THE	negative	policies	1
		local media	reporting in the		
			national media		ŀ