					KEY CONTROLS / SOURCE	S OF ASSURANCE (aligned to three lines of defend	(e)		1						1	
ROW NO	RISK REF	DEPT	DESCRIPTION OF RISK (Risk description should include cause / risk event / consequence and risk category)	LINK TO CORPORAT E PLAN	Policies and procedures Link to business plan	Programme Boards Functional compliance reviews Working Groups	Audit Reports Regulatory Reviews Srr Executive Committees Scrutiny Committees Portfolio Boards Peer Reviews	RESID		CURREN RESIDUA RISK RATI		G SE ACTION PLAN / FUTURE MITIGATION / ASSURANCE PLAN K	HOW WILL PROGRESS BE MEASURED (LIST MEASURABLE BENEFITS AND NON- QUANTIFIABLE BENEFITS)	TARGET DATES (or review date if targe unknown)		DIRECTOR LE / RISK ) ASSISTANT DIRECTOR
	SF2 COVID ORR (0F2) IRR BREXIT	Finance	The Council's expenditure exceeds the resources available to meet that expenditure within the medium term financial plan period (2020-2022)           To date the government have provided PCC with an unringfenced grant of £18.2m and other ing fenced funding. The government has announced it will provide some support to dfset income losses but further detailed guidance will be released imminently. The Spending Review will set out how ocuncils can fund deficits on their collection fund over three years.           Longer term and indirect impacts are a greater risk and include: -income reduction; -ocost increases; -addressing the impacts of the pandemic on communities; -savings plane delayed or offset by the pandemic Risk Category: FINANCIAL           Risks linked to UK leaving the EU: EUFE10 Financial impacts or the prante on the Council given current financial orbits of preparation and response on the Council given current financial instability should the UK enter a recession post-heaving EU that impacts on local economy, ability of residents to pay council tax, increases the number eligible for council tax support and negatively impact investments and affect the MTFP.		(CMT) and Cabinet. Budget presented to senior officers and members in scoreboard format, delivering greater transparency and challenge. Workforce Modernisation Programme underway looking at the way the	Second Line of Defence (Strategy/Policy oversight and support) Regular Finance Management meetings to review the current financial position. The Cabinet have been briefed and plans are continually reviewed and developed to close the affordability gap. Finance and Assurance Review Group (FARG monitor integrated commissioning risks. Treasury Management Board assessing impac upon council's borrowings and investments.	Third Line of Defence & Framework Oversight (Audit / Wember, Sur Executive and External oversight(Audit / Wember, Sur Executive and External oversight(Audit / Wember, Sur to Cabinet members. Monthly reports presented to Scrutiny, RAC rating document circulated to members of Scrutiny. Continued Member engagement in Budget process and MTFP setting process by having regular Member briefings. CMT have the MTFP as a standing agenda item. Audit & Governance Committee oversee the financial reporting process. The Chief Internal Auditor supports the Audit & Governance Committee and reviews its effectiveness annually.	Feb P 5	1	Jun-20 P I 5 5		Examine all opportunities to maximise areas of potential income. Ambitous capital programme and strategic investments from income earning assets to support the council in coming out of lockdown. Cross department strategy on grant maximisation. Deep dive review of all budgets to review current projected pressures. Implementation of strict recruitment controls with a CMT Panel created to authorise net posts. Established Programme Board with key Delivery Savings plans are in place.	wherever possible on the investment portfolio. Income generation monitored via revenue budget. Improved efficiency and reduced costs.	Ongoing Otly MTFP updates Ongoing Otly reviews Ongoing Ongoing	Paul Looby	Andrew Katie Hardingh Harris am
	SCYPF2 orr (ocypf1) IRR COVID	Children's Social Car	<ul> <li>Failure to meet statutory duties due to growing volume and complexity of demand for children's social care services</li> <li>'Hidden harm' consequences of infection control measures and safe systems of work limitations add to existing pressures on service</li> <li>Risk Category: FINANCIAL</li> </ul>	Spending money wisely	A range of operational interventions are in place to monitor, manage and reduce expenditure on placements which represents the significant spand. In-house Footening redesign and targets set to increase in-house provision to manage care costs for the next 3 financial years. Dedicated Manager to house provision to manage care costs placements weekly linked to significant delivery plans savings. The newly formed Addiescent Support Team is working to support young people to return home to their families from care in order to reduce overall placement costs. Continued work with local 'block' placement providers to keep residential costs down.		Independent fostering review. Regular scrutiny via lead member for children and finance.	4	5 20	4 5	20 R	Urgent work is underwely 'Council-wide to find additional savings across the organisation which is being supported by a budget management group. Fostering Project Delivery Plan in place Placement Review Project Delivery plan. Front door Project includes Addiescent Support Team Savings Delivery plan. Organing rigour in decision making to manage demand via Placement Panel which takes place weekly and overseen by a dedicated service manager with responsibility for reducing costs of individual placements and ensuing timely step down. Ensuing action plan milestones are reached via monthly monitoring at Programme Board/Finance DMT. All delivery plans have been reviewed and progress is being achieved to mitigate delays caused by Covid response.	Delivery Performance evidenced monthly	Ongoing monitoring	Jean Kelly	Alison Sandy Botham Magee
3	SEPS1 COVID IRR	Education, Participatic Skills	outcomes across secondary cohort Continuing decreased access to and attendance at schools overlays previous challenges in secondary education. Additional challenges of	council - Improved schools where pupils achieve better	Ofsted inspection outcome tracking. Data analysis. Plymouth Education Board Policy for Intervention, Challenge and Support for Schools makes clear the relationship with schools.	Trust development to secure school improvement. LA oversight of Maintained Schools	Education & Children's Social Care Overview & Scrutiny Committee. Standards Partnership and LA work across system	4	5 20	4 5	20 R	Plymouth Education Board (PEB) (and sub groups) will increasingly hold all schools to account. Development of an accountability and support model involving a number of partners. School improvement work will create a partnership of distinct interventions to drive improvement and raise achievement. Cause for concern meetings. Inclusion strand of PEB work. Proposed Inclusion Mark for the City to celebrate inclusion. A task group has been established with schools to prepare for September school re- opening safely. A key priority is work to support disadvantaged pupils. The work of the Plymouth Commission has been estable to focus on attainment for secondary aged pupils and school improvement. This has also focussed on the impact of the COVID response arrangements, and a survey of all secondary schools has been undertaken to inform priorities for re-engaging pupils in September.	schools good or better. Attainment levels and data analysis. Evidence of innovative solutions based programmes that are evaluated against outcomes Attainment levels will be difficult to analyse due to Covid-19 disruption.		t Judith Harwood	Alison Julie Ree Botham
Ľ.	SED1 COVID BREXIT	Economic Developme	as a result of the recession and lockdown Plymouth Plan and economic growth targets will have to be revisited in the light of	city - Economic growth that	This is undergined by evidence and partnership working This plan (Resurgam) is still being developed and builds on existing projects making sure they are still relevant and can be delivered. We are also harnessing national and regional support, so we can minimising impact and	City Centre Restart Board	Growth Board.	3	3 9	4 5	R	The impact of Covid on the accountry has been sharp and has affected different sectors of the accountry in different ways. The paperage which central government have announced. This has included redeploying staff and administering over 647 million of fundings. Small Rate Business Rate Grants Tourism and Hospitality Grants Susiness Rate relief for Nursey's Discretionary Business grants Tourism and Hospitality Grants Susiness Rate relief for Nursey's Discretionary Business are active and additional 67-million for the City Set up and produced an approach to major redundancies so we can quickly respond. (note, there is an additional 67-million for the City Set up and produced an approach to major redundancies so we can quickly respond. (note, there is an issue with DWP resources to respond) Creative and cultural Autoring support to help afs and creative businesses access Arts Council Grants A-count magement for the Theater Royal Outriem Retail and Hospitality Autorism Retail Retain Comments and Retain	per hour worked, Universal Credit claimants, Business births, Business Failures, Employee numbers, Visitor numbers, Growth in jobs	Ongoing	David Draffan	Anthony Andy Payne Sharp

## OFFICIAL PLYMOUTH CITY COUNCIL STRATEGIC RISK REGISTER JULY 2020

ROW NO RISK REF DEPT	DESCRIPTION OF RISK (Risk description should include cause / risk event / consequence and risk category)	CORPORAT	Policies and procedures Link to business plan Delegations of authority / Fraud checks Risk and control framework Performance Management Project Management reviews	Programme Boards Functional compliance reviews Working Groups	Audit Reports Regulatory Reviews Sor Executive Committees Scrutiny Committees Portfolio Boards Peer Reviews	PREVIOUS RESIDUAL RISK RATING	RESIDUA	L /CHANGE	ACTION PLAN / FUTURE MITIGATION / ASSURANCE PLAN	HOW WILL PROGRESS BE MEASURED (LIST MEASURABLE BENEFITS AND NON- QUANTIFIABLE BENEFITS)	TARGET DATES (or review date if target unknown)		DIRECTOR / ASSISTAN DIRECTOR	RISK
			First Line of Defence (Operational management activity)	Second Line of Defence (Strategy/Policy oversight and support)	Third Line of Defence & Framework Oversight (Audit / Member, Sn Executive and External oversight/validation)	Feb-20	Jun-20	_						
; STS2 Office of the COVID Director of IRR ORR	Second peak of COVID-19 cases affects city's recovery / reset plans Risk Category: COMPLIANCE, REGULATION & SAFEGUARDING	prevention	Local Outbreak Management plan co-designed and published	Local Outbreak Engagement Board Plymouth Health Improvement Board	Cabinet / Reset Board oversight Corporate Emergency Management Team	New	4 4	16 A	Enhance data quality and analysis. Local Outbreak Management Plan	Daily and weekly data analysis	Weekly	Sarah Lees / Rob Nelder		Katha O'Cor
STS1 Office of the Director of IRR COVID     STS1 Director of Public Health	Failure to reduce Health Inequalities will mean our poorest residents continue to live shorter lives as well as more years in ill health. Mounting evidence that COVID-19 is having differential health impacts across communities, adding to existing health inequalities. This is through either the disease itself or the mitigations put in place. There is an ongoing impact of this due to the economic downturn. The primary role of the ODPH and the Public Health Team in particular is now to try to prevent a resurgence of Covid-19 in the city therefore protecting most deprived communities from further negative impacts. Risk Category: COMPLIANCE, REGULATION & SAFEGUARDING	city - Reduced health inequalities	The Thrite Plymouth framework was adopted by full council in 2014 and links directly to the Plymouth Plan and Integrated Commissioning Strategies. It provides a good foundation to plymouth in vitra' row was on workplace health and use being in your Tet V true Thrite and yourg people, in year three twas on localities the national plane to Your health improvement campaign. In year four was on mental wellbeing in your Tet V true You health and yourg people, in year three twas on localities the national Plane Your health improvement campaign. In year four was on mental wellbeing through tool. The current year six focus is arts, culture, hertiage and health and is using the Mayflower 400 commemorations as the vehicle of oddivey. This was launched on 29 November 2019. It was intended that the focus of year seven (starting in November 2020) would be trauma informed. However the impact of the Covid+19 panetime has meant that the Public Health Team does not have the acaptacity to develop and deliver year seven as originally planned. Year seven of Thrite addition to the Thrive Plymouth-Healed work, the Public Health Team does not have the capacity to develop and deliver year seven as originally planned. Year seven of Thrite addition to the Thrive Plymouth-Healed work, the Public Health Team does not have the capacity to develop and deliver year seven as originally planned. Year seven of Thrite addition to the Thrive Plymouth-Healed work, the Public Health Team has worked with an extensive network of internal and external partners to secure the opening of a number of Wellbeing Hubs across the city	Joint Integrated Commissioning Risk Register quarterly.	The Health & Wellbeing Board. Thrive Plymouth integral to the original Plymouth Plan and updated information included in the refreshed version (monitored via CMT/Cabinet/Full Council.) The Director of Public Health's (DPH) annual report focusses on the previous year of Thrive Plymouth (highlighting successes and challenges)	3 4 1:	2 4 4	16 <b>_</b>	Persistent action across the Council is required at many levels to tackle inequalities by addressing the wider determinents of health. The public health items and partners continue to work with employers (year or provide the national One You compaging across the oily. The The sup to work with employers (year adopted across the city as the single approach to improving mental weblesing. The work that started in the on people connecting through food is orgoing with a number of new initiatives developed. Throughout 2020 and 2021. The Thrive Phymouth Network will continue to meet on a quarterly basis to ensure delayers of the programme. As a result of the Covid-19 parameters, the Public Health Team is developing a framework which provides an approach to assessing the broad health and webleng means and ensure heriting and the Health and Welbeing Board to contribute to a discussion on how these impacts and resulting incursing incover of the widence of the impacts of the parameters and welbeing a transwork which provides an approach to assessing the broad health and welbeing impacts and resulting inequalities on the population of Plymouth as a result of Covid-19. The work will am to bring partners together via the Health and Welbeing Board to contribute to a discussion on how these impacts and head to a single or all be carried out. As already stated, the primary role on the Poverty Working Group, a high level review of the evidence of the impacts of the pandemic on the mental welbeing of children and young people will be carried out. As already stated, the primary role of the ODPH and the Public Health Team in particular is now to try to prevent a resurgence of Covid-19 in the city therefore protecting most deprived communities from further negative impacts	measured in changes in life expectancy. ODPH produces a report each year to monitor this, along with a Thrive Plymouth Performance Framework providing more detail at a local level. Each year of the Thrive Plymouth campaign is evaluated and reported upon in the subsequent DPH annual report.	9	Sarah Lees / Rob Nelder		Katha O'Cor
7 SHR1 Customer & Corporate COVID HROD	There is insufficient workforce capacity and resilience to deliver the required range of services to meet statutory obligations and administration priorities New service obligations, such as Caring Plymouth, local outbreak control, PPE provision etc. need to be considered alongside existing obligations, some of which have been made more challenging by COVID-19 Risk Category: SERVICE DELIVERY / REPUTATION		Workforce Bureau in place Volunteering Review working patterns ensure staff leave is taken Review posts prior to recruitment Workforce data Employee Assistance Programme in place. Organisational Restructure toolkit in place. Agile HR policies and procedures available on staffroom. Sickness absence and staff turnover monitored Annual Performance Reviews and objective setting Admin review	We develop our succession plans as part of the Workforce Modernisation Board HSW Steering Group Chief Officer Appointment Panel (COAP) have agreed total reward scheme for senior leaders Team Plymouth Corporate Management Team / Senior Leadership Team Portfolic Holder Trade Union engagement Resurgam Program		New	5 3	15 A	Develop online training programmes Implementation of 'The Way We Work' programme (technology, information management, accommodation) to enable the right conditions for success. Review of senior structure Review of business plans Possible remodelling of services Ongoing 1:1s	Sickness absence monitoring Staff survey results Staff turnover; exit interviews	Ongoing	Kim Brown	Andy Ralphs	Clare Cotter
SF5 Finance	The Council not meeting its obligation to keep data secure by failing to adhere to Data Protection Act 2018 Regulations results in loss of trust in the Council and/or financial penalty from the Information Commissioner's Office (ICO) Risk Category: COMPLIANCE, REGULATION & SAFEGUARDING	quality	Staff awareness training has been rolled out. Incident reporting and management in place. Escalation of breaches to Senior Information Risk Owner (SIRO). Annual IT Health Check Regular vulnerability scans carried out IT Infrastructure patching policy in place Pro-active monitoring by Babcock. ICO Action Plan. Information Audit completed for all departments Staff workshops completed re: GDPR	Devon Information Security Partnership (DISP Information Lead Officer Group (ILOG) raise awareness within department Completion of mandatory eLearning being tracked through Balanced Scorecards	Senior Information Risk Owner (SIRO) in place. Annual Information Governance report to Audit and Governance Committee External Compliance assessment. CMT regularly briefed.	5 3 1	5 5 3	15 <u> </u>	Roll out staff awareness training to all staff. Implement greater reporting consistency within directorates. Implement improved incident analysis within the Service Desk. Improved contract management with partners. Implement greater reporting consistency within directorates. Implement improved incident analysis within the Service Desk. Standardised breach management processes distributed to key staff. Implement compliance requirements into Delt business as usual - This is a workstream of the information management project. Corporate Privacy Notice complete, service specific Notices being finalised.	Reports from HR training detailing completion statistics Improved breach reports distributed to directorate: Detailed breach reports for partners and escalation at contract management meetings Monitor action plan through ILOG		Pete Honeywell	Andy Ralphs	John Finch
SIC1 People (Commissioni COVID 9 & Children's HSW Services)	The Council is unable to fulfil its legal obligations regarding the safety of its citizens and service recipients Significant challenges presented by the scope of service activities, range of workforce environments, clarity of guidelines/legislation and unpredictability of epidemiology, with the added pressures of supply chain management and organisational capacity to deliver Risk Category: COMPLIANCE, REGULATION & SAFEGUARDING	council - Keep children,	Safe Systems of Work Programme Performance Data Contract Management Weekly review of risk assessments, management oversight and audit	Bronze Command COVID-19 Directorate Response Teams Workforce and SSOW Cells PPE Cell Safeguarding Board Plymouth Safeguarding Children's Partnership Safer Plymouth Departmental Management Teams	Emergency Operations Centre CEMT Silver Command Resurgam Management Boards Plymouth Strategic Infrastructure Board City Centre restart Board Health and Wellbeing Board	New	3 4	12 A	Statutory Post holders Commissioning and service Improvement plans Budgetary Management Revision of business plans	Statutory Returns Complaints (Ombudsman)	Ongoing	Alison Botham / Craig McArdle	Alison Botham / Craig McArdle	Gary
IO SHR2 Customer & Coporate Processor Procesor Processor Processor Processor Processor Processor	The Council is unable to fulfil its legal obligations regarding the health, safety and wellbeing of its workforce. Significant challenges presented by the scope of service activities, range of workforce environments, clarity of guidelines/legislation and unpredictability of epidemiology Risk Category: COMPLIANCE, REGULATION & SAFEGUARDING	council - Keep children, young people and adults	Safe Systems of Work Programme Display Screen Equipment (DSE) guidance in place COVID-19 Homeworking checklist implemented to ensure employees working from home have all standard DSE equipment, and specialist assessment where required Delivery service instigated following COVID-19 infection control guidelines COVID-19 wellbeing pages has DSE advice and support cited Access to ergonomist assessment via medigold available Daily workforce returns require status of DSE assessments to be recorded Pulse survey undertaken Risk assessments of vulnerable staff Protective personal equipment requirements scoped	Health, Safety & Wellbeing (HSW) Steering Group Safe Systems of Work Cell HROD COVID-Response Team Trade Union meetings take place as appropriate Silver Corporate Emergency Management Team (CEMT) Compliance Structure Portfolio Holder meetings	HSW Annual Report 2020/21 will give account of safe systems working arrangements Audit and Governance Committee	New	3 4	12 A	Stabilising the workforce to continue to work from home. Identifying employees who are unable to work from home and provide right amount of support and location in the building Undertake risk assessments for staff to ensure reasonable adjustments take place (targeted support) Follow up survey	Outcome of pulse surveys to assess wellbeing in relation to DSE and wider wellbeing at home - one to ones for staff wellbeing and follow up survey Monitor sickness absence and ensure appropriate support is in place Referrals to Medigold for ergonomic assessment for staff who need specific equipment at home Reviewing safe systems of work	e •	Kim Brown		Clare Cotter

## OFFICIAL PLYMOUTH CITY COUNCIL STRATEGIC RISK REGISTER JULY 2020

ROW NO	RISK REF	DEPT	DESCRIPTION OF RISK (Risk description should include cause / risk event / consequence and risk category)	CORPORAT	Link to business plan F	Programme Boards Functional compliance reviews Working Groups	Audit Reports Regulatory Reviews Snr Executive Committees Scrutiny Committees Portfolio Boards Peer Reviews	PREVIOL RESIDUA RISK RATI	AL	CURRENT RESIDUAL ISK RATING	RAG RATING /CHANGE IN RISK RATING	ACTION PLAN / FUTURE MITIGATION / ASSURANCE PLAN	HOW WILL PROGRESS BE MEASURED (LIST MEASURABLE BENEFITS AND NON- QUANTIFIABLE BENEFITS)	TARGET DATES (or review date if target unknown)	RESPONSIBL OFFICER(S)	DIRECTOR E / RISK ASSISTANT CHAMPION DIRECTOR
					First Line of Defence (Operational management activity)	Second Line of Defence (Strategy/Policy oversight and support)	Third Line of Defence & Framework Oversight (Audit / Member, Snr Executive and External oversight/validation)	Feb-20		Jun-20						
11	SCE03 ORR (OCE012) IRR BREXIT COVID	CEX		quality public	registers. E Department Brexit lead officers in place. c Port Liaison Group established with key stakeholders. F	community and Port stakeholders. Plymouth Growth Board. Local Enterprise Partnership.	Brexit, Infrastructure & Legislative Change Overview & Scrutiny and Select Committee. Overview and Sorutiny and Select Committee. Brexit Resilience and Opportunities Group (HotSW LEP). CMT - quarterly update.	4 3	12	14 3 12	2	Continued regional engagement to maintain strong influence. Continue to act promptly on government guidelines when issued. Continue to bid or additional funding from Central Government particularly around Port responsibilities. Keep no deal plans under review to ensure readiness is maintained until Dec 2020. Brexit Officer Group action plan shows programme of work identified leading up to Dec 2020.	Reports to Brexit, Infrastructure & Legislative Change Overview & Scrutiny Group	Ongoing monitoring	Kevin McKenzie	Giles Maddie Perritt Halifax
12	SSPI2 COVID BREXIT	Strategic Planning & Infrastruct (Housing & Infrastruct	ure need via the Joint Local Plan (JLP) and the Homes for Plymouth Programme	city - A broad range	accelerated construction of new homes, regularly reviewed.		Plymouth Growth Board. JLP Member Steering Group. JLP Leadership Delivery Group.	3 3	9	3 3 9	G	Strategic Land Review completed. Pellowy We will conside accurring and leaflows in the second second second second second second second Development of block a number of Consentent kinding popurations is a second seco	Regular reports to Portfolio Holders. JLP Member Steering Group and JLP Leadership Group	Annual delivery monitoring year end and on going	Paul Barnar	d Anthony Andy Payne Sharp
13	SCYPF1 COVID IRR	Children's Social Can	as soon as possible to their needs and promote better long term life outcomes.	council - Focus on prevention and early		CYP System Design Group. Performance and Complaints monitoring.	Local Safeguarding of Children Board. Claims Validation 'spot check' compliance achieved from the Troubled Families Team of the Ministry of Housing, Communities and Local Government	2 3	6	2 3 6	G	Continue to drive forward change across the partnership in relation to whole family working, engagement with the Early Help Assessment Tool process, data exchange and achieving the outcomes required within the Troubled Families Outcomes Plan.	Reduction in caseloads		Siobhan Wallace	Alison Sandy Botham Magee

COVID Links to Covid IRR Links to John Integrated Commissioning Risk Register ORR Links to Operational Risk Register BREXIT Links to Brexit Risk Register