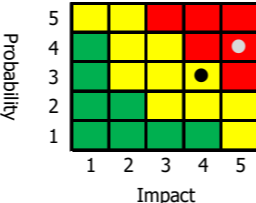
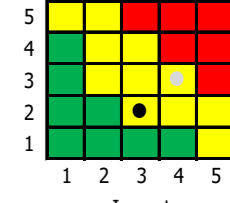
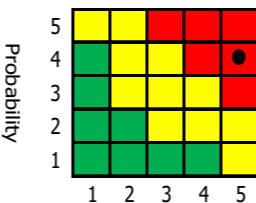
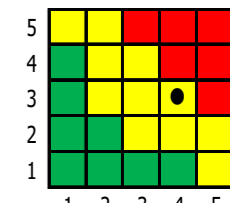


West Suffolk Strategic Risk Register 2022/23 - September 2023

Type: A = Action, C = Control

RISK ID NUMBER	Date risk added to register	Type	Current Owners	Title	Description - What are we trying to avoid? Why is this important	WS Inherent Risk	Type	Summary of Controls / Actions - What we are doing / need to do to prevent it.	Who is responsible for the actions	Start date	Target completion date/ Complete	WS Residual Risk
WS1	10-Jul-14	Financial	Director & Portfolio Holders- Resources and Property	Financial management	Failure in specific areas to achieve projected income, or expenditure exceeds the approved budgets (revenue or capital).		C	1) Monthly monitoring reports (revenue and capital) to budget holders and Leadership Team. Quarterly revenue and capital monitoring reports to PASC.	Director - Resources & Property	N/A	N/A	
							C	2) Business rate retention income and localising of Council tax being monitored monthly by Finance and ARP	Director - Resources & Property	N/A	N/A	
							C	3) Regular meetings between budget holders and Resources and Performance business advisors/partners	Service Managers / Business Partners / Advisers	N/A	N/A	
							C	4) Scrutiny of financial reports by LT and Members through Performance and Audit Scrutiny Committee	LT	N/A	N/A	
							A	5) Ongoing financial system upgrade/development in order to take advantage of latest budget planning / monitoring functionality.	LT		Ongoing	
							A	6) Continue to review and strengthen the overall Performance Management Framework. E.g. KPI's, PDRs, (also see WS18), Risk management, Project monitoring, Financial Reporting.	LT	Apr-17	Ongoing	
							C	7) Regular updates of projects, assessment of any additional risks associated with new projects.	LT	N/A	N/A	
							C	8) Monitoring of investment decisions and original business cases targets/outcomes through Business Partner Model. Will also seek external advice when relevant.	Director - Resources & Property	N/A	N/A	
							C	9) Longer term financial planning across MTFS. To include implications of Fair Funding review.	Director - Resources & Property	Sep-16	N/A	
							A	10) Utilise Suffolk wide Business Rates monitoring and forecasting tool to assist with control #2 above. Input from Economic Development included to improve accuracy.	Director - Resources & Property	Jul-17	Ongoing	
WS2	10-Jul-14	Financial	Director & Portfolio Holders- Resources and Property	Financial planning	Failure to deliver a sustainable Medium Term Financial Strategy, especially in view of continued financial uncertainty around areas such as Comprehensive Spending Review, localisation of Business Rates, increased service demand, and use of reserves. Over reliance on any one particular MTFS theme such as behaving more commercially or being an investing authority		A	1) Annual Budget preparation focus on MTFS and key uncertainties including Fair Funding Review, New Homes Bonus Business Rate Retention.Delivery on six MTFS themes.	LT	N/A	N/A	
							C	2) Demand trends and financial implications validated as part of budget setting. Using monitoring reports to identify trends.	Service Managers / Business Partners / Advisers	N/A	N/A	
							C	3) Medium Term Financial Strategy update - including review of assumptions, sensitivity analysis and review of reserve and balance levels	Director - Resources and Property	N/A	N/A	
							C	4) Scrutiny of financial reports by LT and Members through Performance and Audit Scrutiny Committee	LT	N/A	N/A	
							C	5) Monitor Government statements on future of local government funding and lobby as necessary.	LT	N/A	N/A	
							C	6) New investment proposals to be considered through the Councils governance and decision making process including challenge by Business Partners.	LT	N/A	N/A	
							C	7) Use of data and intelligence in forecasting future scenarios.	LT	N/A	N/A	
							A	8) Utilise Suffolk wide Business Rates monitoring and forecasting to assist with forecasting and financial planning across the MTFS.	Director - Resources and Property	Jul-17	On-going	
							A	9) Analysis of the official Review Reports for all local authorities that have issued s114 notices (Croydon, Thurrock and Woking with Birmingham to come) to take on board all lessons learned.	Senior Management Team	Sep-23	On-going	

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WS3	10-Jul-14	Customer	Chief Executive	Maintain and promote our public image, maintain effective communications	Lack of public trust and confidence in the council leads to a poor reputation. The council needs to champion it's area and be a trusted part of the community. It is vital therefore in making sure people access services, which often means the handling of sensitive information, that the council has a strong reputation. This is also the case in working with communities to deliver growth or large projects as well as in times of crisis, when the council must be a trusted source of information. Therefore the council needs a good reputation to enter positive partnerships with others, or secure funding. This could also potentially impact on our ability to recruit staff in competitive market.		C	1) Monitor and measure media coverage through daily media alerts and, where appropriate, provide a robust response.	Service Manager (Strategic Communications)	N/A	N/A	
							C	2) Public stakeholders and partners have a range of channels including news and social media to disseminate information about West Suffolk services and strategic priorities and address errors or misrepresentation.	Service Manager (Strategic Communications)	N/A	N/A	
							C	3) Close liaison with local and national partners on coordinated communications on multi-agency issues.	Service Manager (Strategic Communications)	N/A	N/A	
							C	4) Train and support staff and Members in proactive communications, liaising with the media and using social media platforms.	Service Manager (Strategic Communications)	N/A	N/A	
							C	5) Deliver strategic communications plan and work with them to engage appropriately with communities to encourage channel shift.	Service Manager (Strategic Communications)	N/A	On-going	
							A	6) Ensure that appropriate communications planning and support are identified for strategic projects as per individual project plans	Service Manager (Strategic Communications)	Aug-14	On-going	
							C	7) Carry out timely and proportionate consultation that is available in an accessible format for everyone who wants to give us their views on a particular matter.	Service Manager (Corporate Policy)	N/A	N/A	
WS4	10-Jul-14	Customer	Director & Portfolio Holders - Families & Communities	Adopt technological advances in managing the customer journey	Service delivery methods do not meet customer needs or expectations with potential to damage the council's reputation; customer expectations need to be understood and managed; council not appreciating and/or delivering methods of contact and response time which are expected by customers.		C	1) Continue to develop new web presence with full digital by default capability. Ensure that staff, councillors and external support/advisory services are aware of the councils' digital offer and benefits for use.	Director - Families & Communities	N/A	N/A	
							A	2) Working in the wider Suffolk system to enhance the customer experience.	Director - Families & Communities	Jun-18	On-going	
							C	3) Clear and consistent public communications to explain changes to services and establish realistic expectations of service levels. Ensure that delivery of the customer journey meets government guidance requirements.	Service Manager (Corporate Communications) and Service Manager (Customer Service)	N/A	N/A	
							A	4) Continue to explore technological options to support customer service delivery.	Service Manager (Corporate)	N/A	On-going	
WS5	10-Jul-14	Professional	Director & Portfolio Holders - Human Resources, Legal & Democratic Services	Staff retention and recruitment. Staff trust, goodwill (morale), health and well-being.	Lack of staff with appropriate skills, experience and capacity could prevent delivery of services and high levels of performance. Failure to have motivated staff with appropriate workload.		A	1) Workforce strategy revised in June 2022, focussing on developing our employer brand, promoting a flexible and agile workforce, supporting health and well-being, integrating diversity and inclusion and developing talent management linked to performance management. New leadership development programme introduced from Sept 2022. Continue to develop succession routes - apprentices and career pathways	Service Manager (HR, H&S and L&D)	Reviewed Strat in 2022	On-going	
							C	2) Regularly evaluate outcome of Performance Reviews to identify talent management to inform succession planning. New PDR scheme focuses on performance, pay progression and career progression	Service Manager (HR, H&S and L&D)	Jun-14	On-going	
							A	3) Annual workforce monitoring data presented to the West Suffolk Joint Staff Consultative Panel and Joint Negotiation Meeting for feedback, review and collective consideration of any actions required.	Service Manager (HR, H&S and L&D)	N/A	On-going	
							A	4) Salary benchmarking continues to be undertaken in order to ensure salaries are competitive. Monitor Recruitment to identify challenging areas to address. Maintain focus on strong employer brand.	Director - HR, Governance and Regulatory	N/A	On-going	
							C	5) Workforce Planning Meetings to assess need and closely monitor rising turnover and the recruitment challenge and consider any mitigating action that may be required to support services, such as redeployment. HR team exploring ways to review, streamline and speed up the recruitment process, including the introduction of a new approach to on-boarding	Director - HR, Governance and Regulatory	Nov-20	On-going	
							A	6) Wellbeing group established and initiatives regularly launched and communicated to all staff.	Director - HR, Governance and Regulatory	Nov-20	On-going	

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WS6	10-Jul-14	Political	Chief Executive & Leader	Managing public / councillor expectations with less resources	Falling short of providing the level of service that the public and councillors expect and demand.		C	1) Understand and communicate priorities and expectations through Strategic Plan and MTFS. Assign dedicated corporate project resources to support new projects.	LT	N/A	On-going	
							A	2) Review and align service and skilled resources available to the strategic plan including communication resources.	LT	Jun-14	On-going	
							C	3) Regular monitoring and update discussions with portfolio holders on the corporate project plan progress	LT	N/A	N/A	
							C	4) Regular monitoring of KPIs to include complaints, compliments and trends.	LT	N/A	On-going	
							C	5) Ensure delivery of the customer journey matches government guidance requirements.	LT	Mar-20	On-going	
							C	6) Represent clear position of members to government through lobbying and DELTA returns.	LT	Mar-20	On-going	
WS7	10-Jul-14	Technological Financial Customer	Service Manager (Corporate Policy) / All Directors & Portfolio Holders	Project management	Key strategic outcomes not being delivered due to projects failing to be completed on time. Budgets are overspent due to delays. Peaks and troughs in resource demands for support services are not managed, resulting in unmanageable workloads for e.g. IT team, exacerbating the delays.		A	1) Maintain and develop an efficient programme and project management framework understanding timetabling and interdependencies between projects and programmes (led by Service Manager Corporate Policy).	Service Manager Corporate Policy	May-17	On-going	
							A	2) Maintain oversight of corporate project matrix at Leadership Team, to manage demands on services and resource appropriately.	Service Manager Corporate Policy	May-17	On-going	
							A	3) Training and support to staff involved in corporate projects including key project management skills.	L&D team/Service Manager Corporate Policy	May-17	On-going	
							C	4) Project support and resources to be included in future Project Initiation Documents and project business cases, including support services such as: ICT, Finance, Legal and Property	LT and All Service Managers	May-17	On-going	
							C	5) Early identification of Corporate capacity / priorities as part of business plan / project initiation. Review of programmes to assist with prioritisation.	LT	May-17	On-going	
							C	6) Carry out Project Close Out Reports, Project Assurance, Benefit Realisation reviews and Project Health Checks as appropriate.	LT and All Service Managers	May-17	On-going	
WS8	10-Jul-14	Technological	Director & Portfolio Holders- Families & Communities	ICT integration	Integration of ICT across services and systems not being achieved. Failure to keep Business Applications aligned.		A	1) Maintain alignment of ICT infrastructure and corporate systems through corporate project planning (ICT Board)	Infrastructure Support Manager	Jun-14	On-going	
							A	2) Continued Business Applications integration / alignment including remote working.	Project Managers & Service Manager (ICT)	Jun-14	Individual project plans	
							C	3) Regular review of both integration programmes for strategic fit and resources/skills capacity through corporate projects plan.	Service Manager Corporate Policy/ LT	N/A	N/A	
							C	4) Monthly testing of the Council PSN compliance including the checking and monitoring of new and existing staff profiles. No tolerance approach adopted.	Infrastructure Support Manager	N/A	N/A	
							A	5) Develop the council's digital framework to ensure there are links to wider integration between systems and services.	Service Manager (ICT)	N/A	Complete	

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WS9	10-Jul-14 (a)	Political	Director & Portfolio Holders- Families & Communities	Deliver; Families & Communities agenda	Opportunities being missed to create or influence the provision of: (i) a thriving voluntary sector and active communities who take the initiative to help the most vulnerable (ii) people playing a greater role in determining the future of their communities (iii). improved wellbeing, physical and mental health (iv) accessible countryside and green spaces		A	1) Community Chest consideration part of the Review of Grants to External Organisations. Grant review recommendations agreed by Cabinet. Grant guidance and Community Chest progress agreed.	Service Manager (Families & Communities)	Apr-19	On-going	
							C	2) Families and Communities Officers continue to work closely with Councillors on a variety of projects and initiatives.	Service Manager (Families & Communities)	N/A	On-going	
							A	3) Community Chest funds are subject to quarterly monitoring and reported to Grant Working Party. Locality Budgets are allocated by Councillors but supported by Families and Communities Officers. Portfolio Holder and F&C officers continue to remind Cllrs to allocate funding before financial year end.	Service Manager (Families & Communities)	Oct-13	On-going	
							A	4) Families and Communities monitor and evaluate the impact of initiatives/projects in localities. Including qualitative (in the form of case studies) and quantitative information.	Service Manager (Families & Communities)	Jun-18	Ongoing	
							A	5) Extensive ongoing partnership work, including County Lines, homelessness and refugees. West Suffolk Council is a partner in the West Suffolk Alliance which includes health and care partners.	Service Manager (Families & Communities)	Jun-18	Ongoing	
	(b)	Director & Portfolio Holders - Growth	Deliver; Growth Agenda inc coping with growth and increase in demand	Opportunities being missed to create or influence the provision of: (i) beneficial growth that enhances prosperity and quality of life (ii) existing businesses that are thriving and new businesses brought to the area (iii) people with the educational attainment and skills needed in our local economy (iv) vibrant, attractive and clean high streets, village centres and markets		C	1) Developing engagement with the Local Enterprise Partnership and supporting development of the combined authority business board. Monitoring the local economy.	Director - Planning and Growth	N/A	N/A		
						C	2) Deliver Growth Delivery Plan.	Director - Planning and Growth	N/A	N/A		
						C	3) Deliver on the Investing for Growth Strategy. Report progress through Balanced Scorecards.	Director - Planning and Growth	N/A	N/A		
						C	4) Small budget to support businesses with grants. Business rate income being closely monitored from April 2013 by ARP. Developing Inward Investment strategy. Increase Business engagement	Director - Planning and Growth	N/A	N/A		
						C	5) Support to WSC, SCC, UCS and other agencies involved with skills development. Monitoring attainment levels.	Director - Planning and Growth	N/A	N/A		
						C	6) Continue to develop close working relationships with Whitehall, Norfolk partners, LEPS to influence the design of any devolution agreements and business rates retention schemes.	Director - Planning and Growth	N/A	N/A		
						A	7) Development and delivery of Local Plans	Director - Planning and Growth	N/A	N/A		
						A	8) Continued liaison with providers Menta and Oxford Innovation to supporting new start up growth and activities at Bury St Edmunds and Epicentre Haverhill.	Director - Planning and Growth	N/A	N/A		
						A	9) Development of funding pipeline of projects and signposting businesses to available grants as well as working with the CNTC partnership to roll out the funding fit programme to relevant businesses.	Director - Planning and Growth	N/A	N/A		

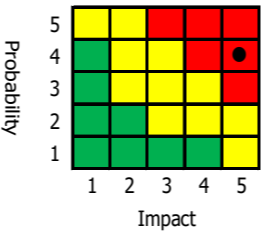
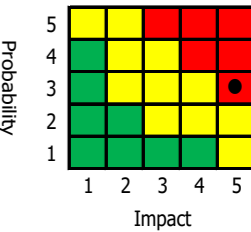
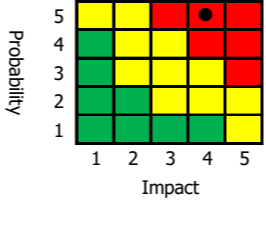
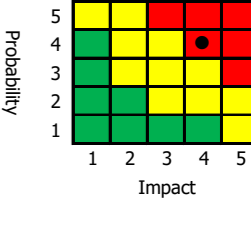
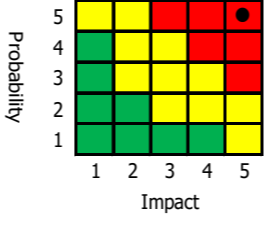
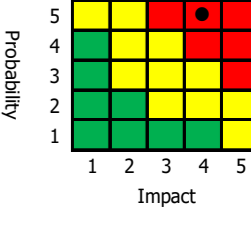
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	(c)		Director & Portfolio Holders - Growth, Families & Communities and Planning.	Deliver; Housing Agenda	Opportunities being missed to create or influence the provision of: (i) sufficient housing for current and future generations, including more affordable homes and improvements to existing housing (ii) new developments that are fit for the future, properly supported by infrastructure, and that build communities, not just housing (iii) homes that are flexible for people's changing needs		C C A A A A A	1) West Suffolk Housing strategy adopted, implementation of agreed Action Plan, with annual monitoring. 2) West Suffolk Choice Based Lettings Scheme regularly reviewed to reflect changes in legislation. Operation of scheme monitored through CBL Management Board. 3) Review of West Suffolk Lettings Partnership to ensure that the package of support provided meets the needs of the landlords and local housing market, particularly in light of Universal Credit and cost of living challenges. 4) Disabled Facilities Grants process and Home Improvement Agency contract reviewed with partners in order to introduce a more co-ordinated and integrated service across agencies. 5) Proceed with business plan and report on progress for Barley Homes (Group) Ltd to build open market, private rented and affordable housing. 6) Undertook targeted consultation with market on supporting housing delivery. Actions now being implemented under the Housing Delivery Plan. 7) Preparation of West Suffolk Local Plan.	Directors for Growth, Families Service Manager (Housing Options) Service Manager (Housing Options) Service Manager (Regulatory) Director - Planning and Growth Directors for Growth, Families and Communities and Planning Director - Planning and Growth	N/A N/A Apr-19 Apr-14 Apr-15 N/A N/A	N/A N/A N/A Tracked monthly through balanced scorecard. N/A N/A	
WS10	10-Jul-14	Economic Financial Competitive	Chief Executive / Directors & Portfolio Holders	Adapt to new public sector models, explore opportunities with partners	The council fails to deliver better services for public sector customers (regardless of the organisation), fails to close its budget gap due to missing opportunities for new sources of funding and opportunities for savings through economies of scale and better integration; or fails to take account of wider changes in national and local legislations, policy and structure proposals.		C C C C A A	1) Keep a watching brief on, and disseminate information on new policies (i.e. the Environment Bill, Resource & Waste Strategy), funding models and opportunities through DLUHC, RSN, LGA, EELGA etc. 2) Maintain good relationships with public sector partners, e.g. CCG, SCOLT, SCEG, ARP authorities to hear of, and take opportunities arising from opportunities for partnership working. 3) Robust business cases for identified opportunities. 4) Keeping a watching brief on the new/changing National policies with Suffolk colleagues, including local government funding changes, county deal working and changes to healthcare governance and proposed structural changes for local government in Suffolk and the wider East Anglia area. 5) Lead the integration and rationalisation of the public estate through membership, and local leadership, of the Government's One Public Estate Programme. 6) Explore shared services opportunities with other Local Authorities.	LT Chief Executive and Directors LT Chief Executive and Directors Director LT	N/A N/A N/A N/A Jul-14 Apr-15	N/A N/A N/A N/A On-going On-going	

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WS11	10-Jul-14	Partnership	Director & Portfolio Holders - Growth	Loss of a key employer or industry.	Failure to retain major employers in the area and the economic impact that it would have		A	1) Liaison with the key employers to understand issues and opportunities by: coordinating and attending the West Suffolk Business Forum; organising the West Suffolk Business Festival (which provides opportunities for engagement with key employers); arranging visits to key employers for Leadership Team; promoting the ED team as a key point of contact for businesses and as a result responding to concerns and issues raised; and meeting and supporting business leaders in conjunction with the New Anglia Local Enterprise Partnership Growth Hub advisors.	Director - Planning and Growth	Jun-14	On-going	
							C	2) Ensuring there is sufficient employment land / premises for expansion.	Director - Planning and Growth	N/A	N/A	
							C	3) Understand skills shortage and requirements by linking business to education providers and encourage businesses to take on apprentices.	Director - Planning and Growth	N/A	N/A	
							A	4) Help businesses access third party funding.	Director - Planning and Growth	Jun-14	On-going	
							A	5) Further development of the growth delivery plan.	Director - Planning and Growth	Jun-14	On-going	
							A	6) In the worst case scenario (actions 1 - 5 ineffective) the ED team liaises with key partners such as Job Centre Plus and West Suffolk College to mitigate the impact of downsizing/restructuring.	Director - Planning and Growth			
WS12	10-Jul-14	Partnership Financial	Directors & Portfolio Holders	Partner / Public Sector failure	Partners or partnerships failing or under strain; cost shunting (transfer of costs between partners); partnerships not achieving desired outcomes.		C	1) Ensure robust SLA (Service Level Agreement) & Joint Venture arrangements are in place. Ensure good due diligence procedures are used.	All Directors	N/A	N/A	
							C	2) Regular monitoring of arrangements / outcomes.	All Directors	Jun-14	N/A	
							A	3) Regular meetings with key partners, including Suffolk Resilience Forum, fortnightly Suffolk CEO meetings and supporting groups to discuss impact and potential response of the Suffolk wide system.	All Directors	Jun-14	On-going	
							C	4) Understand the cumulative impact of complex partnership delivery arrangements.	CEO and LT	Dec-15	N/A	
							A	5) Develop robust governance arrangements for council owned companies. Barley Homes Business Plan under review in detail as part of regular reporting.	LT	On-going	On-going	
							A	6) Continue to work with health and other partners to develop the integrated delivery of health and leisure.	LT	On-going	On-going	
WS13	10-Jul-14	Physical Social Legal	Director & Portfolio Holders	Service failure through unplanned events	Failure to deliver services to both internal and external clients due to unforeseen events.		A	1) Services must have a workable, up to date Business Continuity Plan in place.	All Directors/All staff	Aug-14	On-going	
							C	2) Combined West Suffolk Business Continuity Plan is in place for major identified threats, regularly reviewed and practised.	LT	N/A	N/A	
							C	3) Appointed officers within each service to be responsible for the continuity plans.	All Appointed Officers	N/A	N/A	
								Please also see WS14 - Breach of data protection and information security				
							A	5) Adoption of lessons learned from Carillion and Capita issues. Procurement and contract management policies updated.	LT	Apr-18	Ongoing	

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WS14	10-Jul-14	Legal	Director & Portfolio Holders	Breach of data protection and information security	Failure to ensure the accuracy and control of data. Not using good practice when handling data. Damage to council's reputation. Damage to individuals. Avoid legal challenge. Prevent potential claims for compensation. Financial penalty for failing to comply with GDPR		C	1) Information governance group coordinates councils' approach to risks.	Director	N/A	N/A	
							C	2) Regular monitoring to ensure information is held securely, including physical checks and provision of advice and guidance.	Service Manager (Internal Audit), Information	N/A	N/A	
							A	3) Improve staff and member communication on good practices and data security. Mandatory annual training in place.	Service Manager (Corporate Communications)	Apr-14	On-going	
							A	4) Monitoring changes in service delivery and customer engagement to identify potential data protection and information security risks, along with potential action to mitigate these.	All SMS	Dec-20	On-going	
							A	5) Use of Information Sharing Agreements and Data Protection Impact Assessments where there are changes to data processing practices (including sharing of data).	Director - HR, Governance and Regulatory	N/A	On-going	
WS15	10-Jul-14	Customer Financial Professional	Chief Exec, Director & Portfolio Holders - Resources & Property	Service Performance	Risk of individual services having below par performance levels and possible dips in performance while establishing new service models.		C	1) Performance and Audit Scrutiny Committee (PASC) receive comprehensive performance monitoring report.	Director - Resources & Property / R&P Business Partners	N/A	N/A	
							A	2) Early identification, reporting and monitoring of potential problem areas.	Service Managers / Business Partners / Advisers	Aug-14	On-going	
							C	3) Strengthen the overall Performance Management Framework. E.g. Balanced Scorecards, PDRs, Risk management, Project monitoring, Financial Reporting.	LT	Apr-17	Complete	
							C	4) Use PDR's to aid early identification of potential problem areas.	Line Managers	N/A	N/A	
							A	5) - Implications of implementing Business Continuity Plan on service delivery understood and communicated.				
	Please also see WS7 - Poor Project Management											
WS16	10-Jul-14	Economic Social	All Directors & Portfolio Holders	Demographic changes	Unable to meet the demands created by population changes (caused by growth, ageing, diversity, employment) including the impact on infrastructure and other related service provision.		C	1) Key services (planning, housing and waste) use forecasting models (e.g. East of England forecasting model, POPGROUP) to build population change into future Strategic Planning, Service Planning and Policy Development.	Director - Families and Communities/ Planning /Growth/Operations	N/A	N/A	
							A	2) Monitor, research and analysis around demographics through DLUHC, ONS, LGA, LGC and other sources and share key findings with relevant services.	Service Manager (Corporate Policy)	Jun-14	On-going	
							A	3) Attend meetings of Suffolk Office of Data and Analytics Partnership Management Group to share best practice around population monitoring and forecasting. NB particular attention needs to be paid to population forecasts not being able to deal accurately with USAFE population.	Service Manager (Corporate Policy)	Jun-14	On-going	

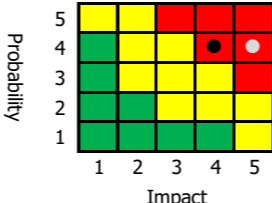
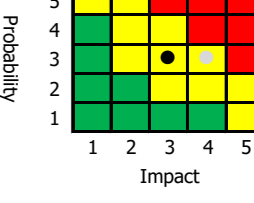
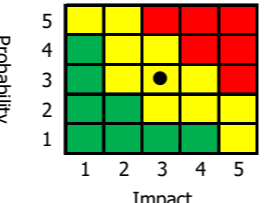
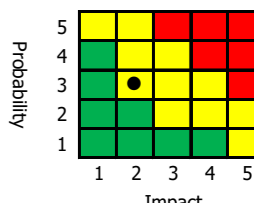
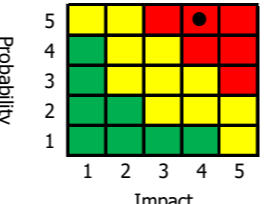
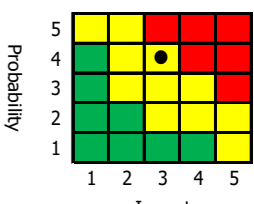
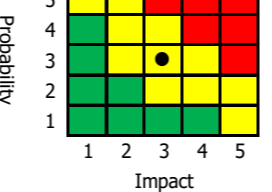
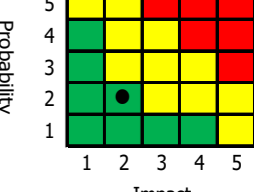
West Suffolk Strategic Risk Register 2022/23 - September 2023

Type: A = Action, C = Control

RISK ID NUMBER	Date risk added to register	Type	Current Owners	Title	Description - What are we trying to avoid? Why is this important	WS Inherent Risk	Type	Summary of Controls / Actions - What we are doing / need to do to prevent it.	Who is responsible for the actions	Start date	Target completion date/ Complete	WS Residual Risk
WS17	10-Jul-14	Physical	Director & Portfolio Holders - Human Resources, Legal & Democratic Services	Implementation of the Corporate Health and Safety Policy	Failure to ensure the safety and well being of staff and councillors in all contexts. Failure to provide safe and healthy environment for visitors and the general public. Risk of HSE (Health & Safety Executive) prosecutions. Damage to civic and democratic processes due to abuse and intimidation (in person and online).		C	1) Corporate Health and Safety strategy, objectives and implementation plans in place for all internal and external functions performed by the Council, including democratic processes and engagement. Zero tolerance of abuse and intimidation.	Service Manager (HR, H&S and L&D)	N/A	N/A	
							A	2) Well being programme in place.	Service Manager (HR, H&S and L&D)	Jun-14	On-going	
							C	3) Requirement for all staff to complete online H&S training and members to complete appropriate H&S induction programme.	Service Manager (HR, H&S and L&D)	N/A	N/A	
							A	4) Communications, guidance and protocols issued to staff and councillors. Adopt national guidance of LGA in terms of councillor safety and positive community engagement (Debate not Hate campaign).	Service Manager (HR, H&S and L&D)	Jun-14	On-going	
							A	5) Appropriate insurances in place and regularly reviewed.	Service Manager (HR, H&S and L&D)	Jun-14	On-going	
							C	6) Continue a programme of health and safety audits according to H&S Risk. Keep council's constitution under review in relation to safe democratic processes.	Service Manager (HR, H&S and L&D)	N/A	N/A	
WS18	10-Jul-14	Social Legal	Service Manager & portfolio Holders- Strategic Housing	Safeguarding children and vulnerable adults	Failing, or being unable, to recognise and respond appropriately to (and/or escalate) safeguarding matters that could lead to a deterioration in individuals circumstances and potentially challenge to the Council's policies and procedures.		A	1) Working in Countywide safeguarding partnership - external annual S11 Audit of Council procedures and the annual self-assessment.	Director - Jill Korwin	Jul-09	On-going	
							C	2) Safe recruitment procedures are adopted for all staff recruitment.	Director - HR, Governance and Regulatory	Jul-09	On-going	
							A	3) Regular staff and member training and briefing sessions taking place included as part of induction and training programme.	Service Manager-HR, Legal & Dem services	Jun-14	On-going	
							A	4) Ensure the Council has an up to date Safeguarding Policy that reflects legislative requirements.	Director	Nov-15	Ongoing	
							A	5) Develop toolkit for Staff and Councillors to deal with vulnerable individuals	Director - Jill Korwin	Dec-19	On-going	
WS19	06-Oct-17	Economic, Financial, Political, Legal	Directors & Portfolio Holders	Cyber Security	Failure to appropriately protect West Suffolk's systems and Services from Cyber Attack		A	1) User Education & Awareness - Update Info Sec training to include more detail on data protection and introduce new education programme for all staff. Carry out regular training exercises to test processes in realistic scenarios.	Service Manager - Customer & Digital Services, HR Business Partner	Oct-17	On-going	
							A	2) User Education & Awareness - Info Sec policy to be reviewed and disseminated to all staff (inc ARP) - and to be reviewed regularly	Service Manager - Customer & Digital Services, HR Business Partner	Oct-17	On-going	
							A	3) Incident Management - Business continuity planning card to be finalised, tested and disseminated.	Service Manager - Customer & Digital Services, HR Business Partner	Oct-17	On-going	
							A	4) Incident Management - Review of Business Continuity Plan to be finalised with the plan then agreed and published - this requiring a revisit of each service area to agree operational procedures and where stored to provide assurance that arrangement are in place in event of an incident	Service Manager - Customer & Digital Services, HR Business Partner	Oct-17	On-going	
							A	6) Secure Configuration - Carry out a user access / change control process for key systems, given than many are internet based. Security of systems operated for the Council by third parties kept under review/incorporated into procurement processes.	Service Manager - Customer & Digital Services, HR Business Partner, Service Manager IA	Oct-17	On-going	

West Suffolk Strategic Risk Register 2022/23 - September 2023

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WS20	04-Jan-19	Economic, Financial, Political, Legal	Directors & Portfolio Holders	Economic impact of rising costs on local business	Failure to manage the impact of rising inflation and increasing energy costs leading to loss of staff, supplier failure or West Suffolk business failure		A	1) Share information with businesses and business representatives about issues the Council is aware of that could impact on them and link them to sources of information.	Service Manager Economic development	Dec-18	On-going	
							A	2) Review suppliers and identify those that could be at risk in the current environment and make appropriate contingencies	All ADs	Dec-18	Complete	
							A	3) Monitor impact in partnership with NALEP and other Suffolk LAs and identify new issues and respond accordingly.	Director	Jan-21	Ongoing	
							A	4) Continue to maximise the use of renewables in all Council buildings.	Director- Resources & Property	N/A	Ongoing	
WS21	03-Apr-19	Economic, Financial, Political, Legal	Directors & Portfolio Holders	Environmental & Climate Change	Failure to address this could increase the emissions the Council generates, thus failing to improve environment and address climate change and damage the reputation of the Council.		A	1) Monitor activity and produce an annual Environmental Statement	Environment and Climate Change Task group	May-19	On going	
							A	2) Implement and track the Climate Change Action Plan including the Net Zero 2030 plan and the Council's Carbon Budget.	Environment and Climate Change Task group	May-20	On going	
							A	3) Implement and track the Council's £9m Decarbonisation Fund.	Director	Jun-22	On going	
							A	4) Continue to maximise the opportunities from external funding to address climate change challenges.	Director	Jun-22	On going	
							A	4) Environment and Climate Change Action Plan to be followed and specific actions and controls within to be monitored and included in regular performance management (WS15)	Relevant Service Leads	Sep-20	On going	
WS22	03-Apr-19	Economic, Financial, Political, Legal	Directors & Portfolio Holders	Financial Impact on individuals due to rising cost of living, inflation etc.	Failure to address the challenges posed by increased demand on services as a result of increased personal debt in the region.		A	1) Monitor and report on outstanding debt position relating to UC, HB and CT through the Anglia Revenues Partnership.	Service Manager - Finance & Performance	May-19	On going	
							A	2) Monitor and report on demand on Homelessness Support through the Families & Communities team.	Service Manager - Housing Options	May-19	On going	
							A	3) Response to increasing demand built in to Suffolk-wide recovery work.	Director	Sep-20	On going	
WS23	09-Jun-23	Political	Directors & Portfolio Holders	Administration Transition	Failure to address the administrative and organisational challenges posed by significant change in the political leadership of the council.		A	1) Full member induction programme with individual service area training as required.	LT/Members	May-23	Feb-24	
							A	2) National protocol for new administration followed and delivered.	LT/Members	May-23	Complete	
							A	3) Programme for development of strategic priorities, corporate plan and MTFS established	LT/Members	Jun-23	On going	