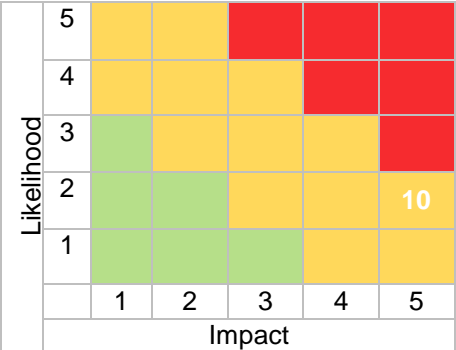


Appendix 1 – Covid-19 Risk Register

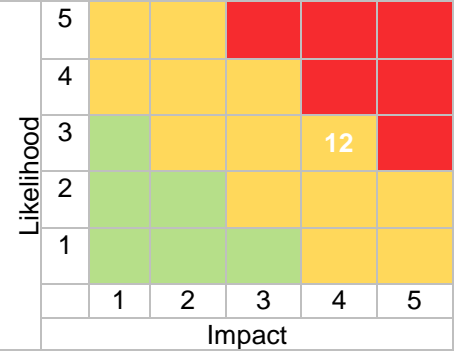
February 2021



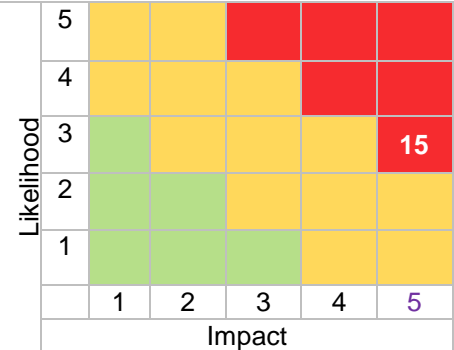
Risk ref	Risk title and description	Current score (Feb 2021)	Target score and date (where appropriate)	Comment	Link to Strategic Risks
1 04/20	<p>Budgetary Pressure 2020-2021 There is a risk that the Council will need to spend more than we have in tackling Covid-19 (above and beyond specific Covid-19 grants received). There is a legal requirement to operate within budget.</p> <p>Risk owner: Claire Nye Cabinet Member: Cllr Louise Miles</p> 	10 Amber	10 Amber *On-Going	<p>The Government has provided the Council with additional grant funding for 2020-2021. Financial updates were provided in the 2021-2022 Budget and Medium-Term Financial Strategy 2021-2022 to 2023-2024 presented to Cabinet on 17 February 2021. Current projections demonstrate that the estimated grant funding for Wolverhampton will be sufficient to meet the immediate revenue cost pressures and loss of income, including the delivery of budget reduction targets. However, it is important to note, this is subject to change and does not include the cost of recovery and any provision for changes in national or local restrictions. The Council continues to assess the potential impact of Covid 19. It is anticipated that the Government will provide sufficient grant funding to cover the pressures in 2020-2021, however, if this is not the case the Council would need to identify in year efficiencies to fund these pressures. The financial implications will continue to be closely monitored and updates will be provided in future reports. The impact of the pandemic has significantly distorted the budget and Medium-Term Financial Strategy.</p>	4 – MTFS

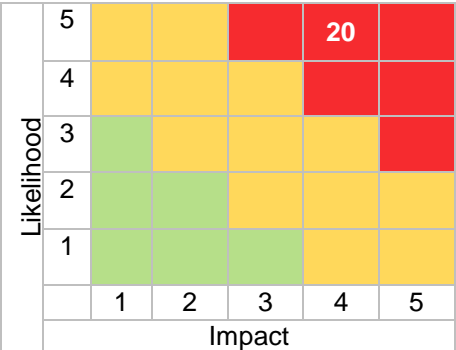
Risk ref	Risk title and description	Current score (Feb 2021)	Target score and date (where appropriate)	Comment	Link to Strategic Risks																																													
2 04/20	<p>Impact on Residents</p> <p>There is potential impact on the health and wellbeing of Wolverhampton residents due to inaction by the Council.</p> <p>Risk owner: John Denley Cabinet Member: Cllr Jasbir Jaspal</p> <table border="1" data-bbox="226 584 678 935"> <tr> <td rowspan="5" style="writing-mode: vertical-rl; transform: rotate(180deg);">Likelihood</td> <td>5</td> <td style="background-color: #FFD700;"></td> <td style="background-color: #FFD700;"></td> <td style="background-color: #FF0000;"></td> <td style="background-color: #FF0000;"></td> <td style="background-color: #FF0000;"></td> </tr> <tr> <td>4</td> <td style="background-color: #FFD700;"></td> <td style="background-color: #FFD700;"></td> <td style="background-color: #FFD700;"></td> <td style="background-color: #FF0000;"></td> <td style="background-color: #FF0000;"></td> </tr> <tr> <td>3</td> <td style="background-color: #90EE90;"></td> <td style="background-color: #FFD700;"></td> <td style="background-color: #FFD700;"></td> <td style="background-color: #FFD700; text-align: center;">12</td> <td style="background-color: #FF0000;"></td> </tr> <tr> <td>2</td> <td style="background-color: #90EE90;"></td> <td style="background-color: #90EE90;"></td> <td style="background-color: #FFD700;"></td> <td style="background-color: #FFD700;"></td> <td style="background-color: #FFD700;"></td> </tr> <tr> <td>1</td> <td style="background-color: #90EE90;"></td> <td style="background-color: #90EE90;"></td> <td style="background-color: #90EE90;"></td> <td style="background-color: #FFD700;"></td> <td style="background-color: #FFD700;"></td> </tr> <tr> <td></td> <td></td> <td style="text-align: center;">1</td> <td style="text-align: center;">2</td> <td style="text-align: center;">3</td> <td style="text-align: center;">4</td> <td style="text-align: center;">5</td> </tr> <tr> <td></td> <td></td> <td colspan="5" style="text-align: center;">Impact</td> </tr> </table>	Likelihood	5						4						3				12		2						1								1	2	3	4	5			Impact					12 Amber	8 Amber *On-Going	<p>The Council has published an outbreak control plan (OCP) which was approved by the Leader on 29 June 2020. As previously reported the OCP details how it will tackle the virus and control any future outbreaks.</p> <p>In addition, a local more detailed risk register is held within public health which manages on-going operational risks and issues. Work continues to support two significant national programmes associated with the pandemic; a lateral flow testing (LFT) programme and a vaccination programme.</p> <p>Risks associated with LFT testing relate to sustaining current high uptake by residents. Testing will be key in the short to medium term in managing and containing community transmission. The vaccination programme will need to be working in parallel will testing not replacing it.</p> <p>There is a risk of new or emerging Covid Variants of Concern (VOC). VOC (e.g. the current South African variant) may impact on residents.</p> <p>The Council needs to respond in a timely and effective manner to any emerging VOC and has a response plan in place.</p> <p>Two large vaccine sites have been established at Aldersley and Bert Williams leisure centres. These are Primary Care Network hubs, hosting groups of GPs, enable greater scale and pace of delivery.</p> <p>Vaccine supply has been identified as an on-going risk by the multi-agency COVID-19 Strategic Coordination Group and was reported to the Local Outbreak Engagement Board as a red risk on 3 February 2021.</p>	N/A
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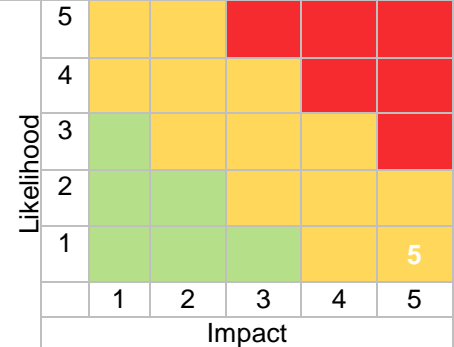
Risk ref	Risk title and description	Current score (Feb 2021)	Target score and date (where appropriate)	Comment	Link to Strategic Risks																																						
3 04/20	<p>Businesses Closing Loss of Business, impacting on the overall regeneration of the City.</p> <p>Risk owner: Richard Lawrence Cabinet Member: Cllr Stephen Simkins</p> <table border="1" data-bbox="226 584 678 935"> <tr> <td rowspan="5" style="writing-mode: vertical-rl; transform: rotate(180deg);">Likelihood</td> <td>5</td> <td></td> <td></td> <td style="background-color: red; color: white; text-align: center;">20</td> <td></td> </tr> <tr> <td>4</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>3</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>2</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>1</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> </tr> <tr> <td></td> <td colspan="5" style="text-align: center;">Impact</td> </tr> </table>	Likelihood	5			20		4					3					2					1						1	2	3	4	5		Impact					20 Red	8 Amber *On-Going	<p>The score of this risk remains at 20 – Red. On 5 January 2021 the City went into a third national lockdown. These restrictions continue to have a detrimental effect on businesses in the City, forcing them into either a full or partial closure.</p> <p>The Government have provided several business support grants offering direct financial assistance to businesses across the City. Teams across the Council have been administering these for almost 12 months and anticipate this will continue well into 2021. Along with direct financial support the funds will allow the Council to invest in targeted business support packages in order to provide longer term assistance for businesses. The councils Relight Recovery strategy has identified a number of areas including growing new enterprise, building resilience in SMEs and supporting diversification and investment in digital resources and skills. The Enterprise Team are drawing on the intelligence gathered from the grant schemes to shape the package of support that will help meet current business needs and business survival.</p>	9 – City Centre Regeneration 4 – MTFS 22 – Skills for Work and Inclusive Growth
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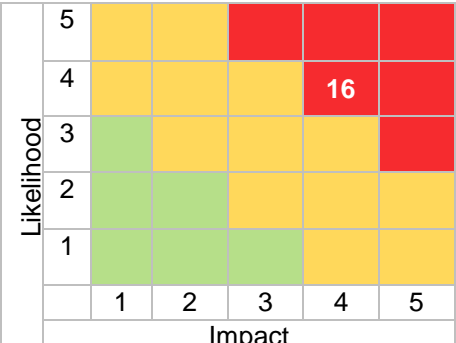
Risk ref	Risk title and description	Current score (Feb 2021)	Target score and date (where appropriate)	Comment	Link to Strategic Risks
4 04/20	<p>Safeguarding Children Ensuring that the most vulnerable children are safeguarded.</p> <p>Risk owner: Emma Bennett Cabinet member: Cllr John Reynolds</p> 	12 Amber	8 Amber *On-Going	<p>Children's Services are no longer using the interim model agreed at the start of the Covid-19 pandemic. The Council have returned to both holding face to face visits and working face to face with vulnerable children and families in line with the Council's statutory role and responsibilities. Referrals to the MASH are in line with previous years. Wolverhampton's Safeguarding together partnership are holding fortnightly Covid-19 response meetings and Children's Services continue to submit fortnightly vulnerable children data to the DfE which is being closely monitored. Staffing levels are being impacted by Covid-19, impacts are being closely monitored to ensure sufficient service provision. The Deputy Director for Social Care will be attending the meeting to answer any questions from Committee.</p>	7 – Safeguarding

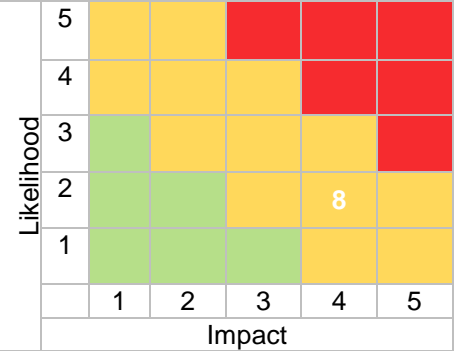
Risk ref	Risk title and description	Current score (Feb 2021)	Target score and date (where appropriate)	Comment	Link to Strategic Risks																																													
5 04/20	<p>Safeguarding Adults Ensuring that the most vulnerable adults are safeguarded.</p> <p>Risk owner: Emma Bennett Cabinet member: Cllr Linda Leech</p> <table border="1" data-bbox="224 571 678 922"> <tr> <td rowspan="5" style="writing-mode: vertical-rl; transform: rotate(180deg);">Likelihood</td> <td>5</td> <td style="background-color: #ffff00;"></td> <td style="background-color: #ffff00;"></td> <td style="background-color: #ff0000;"></td> <td style="background-color: #ff0000;"></td> <td style="background-color: #ff0000;"></td> </tr> <tr> <td>4</td> <td style="background-color: #ffff00;"></td> <td style="background-color: #ffff00;"></td> <td style="background-color: #ffff00;"></td> <td style="background-color: #ff0000;"></td> <td style="background-color: #ff0000;"></td> </tr> <tr> <td>3</td> <td style="background-color: #90ee90;"></td> <td style="background-color: #ffff00;"></td> <td style="background-color: #ffff00;"></td> <td style="background-color: #ffff00; text-align: center;">12</td> <td style="background-color: #ff0000;"></td> </tr> <tr> <td>2</td> <td style="background-color: #90ee90;"></td> <td style="background-color: #90ee90;"></td> <td style="background-color: #ffff00;"></td> <td style="background-color: #ffff00;"></td> <td style="background-color: #ffff00;"></td> </tr> <tr> <td>1</td> <td style="background-color: #90ee90;"></td> <td style="background-color: #90ee90;"></td> <td style="background-color: #90ee90;"></td> <td style="background-color: #90ee90;"></td> <td style="background-color: #ffff00;"></td> </tr> <tr> <td></td> <td></td> <td style="text-align: center;">1</td> <td style="text-align: center;">2</td> <td style="text-align: center;">3</td> <td style="text-align: center;">4</td> <td style="text-align: center;">5</td> </tr> <tr> <td></td> <td></td> <td colspan="5" style="text-align: center;">Impact</td> </tr> </table>	Likelihood	5						4						3				12		2						1								1	2	3	4	5			Impact					12 Amber	8 Amber *Ongoing	<p>The score of this risk amber. The Care Act easements temporary operating procedure continues to be reviewed by Adult Incident Management Team and to date the Council have not had to move to stage 3 or 4 of the Care Act easements procedure. Prior to the third lockdown a number of service providers had begun to re-open with limited capacity. In accordance with government guidance some have now closed (during the third national lockdown) whilst a number remain open. Assessments continue to be undertaken virtually, with the exception of where there is a need to undertake them face to face. Information has been provided to service users with regards to financial stability and how to safeguard against income failure and financial hardship. Lessons have been learnt from the first wave of the pandemic and improvements continue to be made to deal with the second wave in conjunction with winter pressures. Wolverhampton's Safeguarding Together partnership continue to hold monthly Covid-19 recovery meetings and ensure oversight of safeguarding services to adults alongside children across the partnership.</p>	7 – Safeguarding
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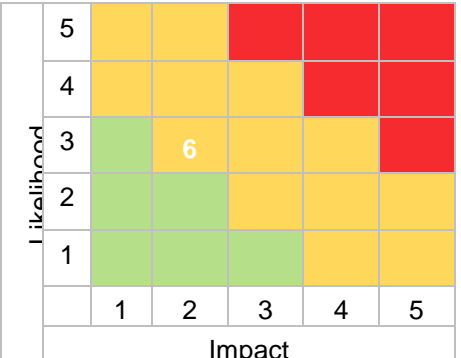
Risk ref	Risk title and description	Current score (Feb 2021)	Target score and date (where appropriate)	Comment	Link to Strategic Risks																																																	
6 04/20	<p>Reputation / Loss of Public Trust and Confidence</p> <p>There is a risk that the Council loses public trust and confidence by; i) failing to respond to the needs of local people, especially vulnerable ii) failure to warn and inform the public leading to impact upon the health of residents and businesses.</p> <p>Risk owner: Tim Johnson Cabinet Member: Cllr Ian Brookfield</p>  <table border="1" data-bbox="226 842 678 1193"> <tr><td></td><td>5</td><td>Yellow</td><td>Yellow</td><td>Red</td><td>Red</td><td>Red</td></tr> <tr><td></td><td>4</td><td>Yellow</td><td>Yellow</td><td>Yellow</td><td>Red</td><td>Red</td></tr> <tr><td>Likelihood</td><td>3</td><td>Green</td><td>Yellow</td><td>Yellow</td><td>Yellow</td><td>Red (15)</td></tr> <tr><td></td><td>2</td><td>Green</td><td>Green</td><td>Yellow</td><td>Yellow</td><td>Yellow</td></tr> <tr><td></td><td>1</td><td>Green</td><td>Green</td><td>Green</td><td>Yellow</td><td>Yellow</td></tr> <tr><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> <tr><td></td><td></td><td colspan="5">Impact</td></tr> </table>		5	Yellow	Yellow	Red	Red	Red		4	Yellow	Yellow	Yellow	Red	Red	Likelihood	3	Green	Yellow	Yellow	Yellow	Red (15)		2	Green	Green	Yellow	Yellow	Yellow		1	Green	Green	Green	Yellow	Yellow			1	2	3	4	5			Impact					15 Red	10 Amber *On-Going	<p>Comprehensive and regular communications with residents and other key stakeholders in Wolverhampton have played a key role in driving down Covid-19 infection rates in the City. Effective communications remain essential to keeping people safe, ensuring compliance with restrictions, changing behaviour to prevent the virus spreading, preparing the city for recovery and 'relight' and in supporting operational council service delivery. There has been a comprehensive assessment of levels of vulnerability and the Council's approach will continue to prioritise keeping the most vulnerable safe. Coordinating communications - working with partners at local, regional and national level – is also important to ensure clear and consistent messages. This is particularly evident in the support the council is providing NHS colleagues on the roll-out of the covid-19 vaccination programme to ensure as many residents as possible get the protection afforded by the jab.</p>	N/A
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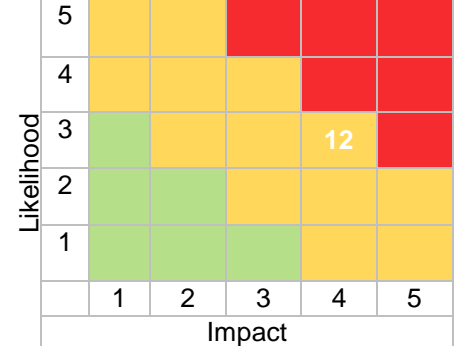
Risk ref	Risk title and description	Current score (Feb 2021)	Target score and date (where appropriate)	Comment	Link to Strategic Risks
07 04/20	<p>Medium Term Budgetary Pressure</p> <p>There is a risk that the medium-term impact of Covid-19 will place significant pressure on the Medium-Term Financial Plan.</p> <p>Risk owner: Claire Nye Cabinet Member: Cllr Louise Miles</p> 	20 Red	10 Amber *On-Going	<p>As detailed above under risk - 1 Budgetary Pressure 2020 – 2021 the Government have provided additional grant funding to tackle the Covid-19 pandemic. On 17 February 2021 Cabinet received an update on the 2021-2022 Budget and Medium-Term Financial Strategy 2021-2022 to 2023-2024. It was reported that the impact of Covid-19 has had and will continue to have a significant financial impact on the 2020-2021 budget and the Medium-Term Financial Strategy. There are longer term implications for the Council’s operating model, as the scale of the change post Covid-19 will place new expectations and demands on 2020-2021 and future years. It is anticipated that income streams will continue to be adversely affected in 2021-2022 and future years as a result of the pandemic, furthermore, the impact of Covid-19 and the Council’s plan for Relighting Our City over the immediate and medium term will require financial investment.</p> <p>In recognition of this initial investment that will be required to support recovery work, Cabinet on 8 July 2020, approved a specific Recovery Reserve of £3 million. The Council will need to re-prioritise resources for any investment required to support the recovery strategy beyond this initial £3 million.</p> <p>The pandemic has significantly distorted the budget and medium term financial strategy and as detailed in the 2021-2022 Budget and Medium Term Financial Strategy reported to Cabinet on 17 February 2021, it is difficult to confirm the exact costs directly associated with Covid-19. However, after taking into account the grants specifically for Covid-19, our current assumptions estimate that the net impact of the pandemic is in the region of £6.4 million. This cost pressures has been met from other efficiencies identified across the Council.</p> <p>It was reported that despite the net budgetary impact of Covid, the Council is able to set a balanced budget for 2021-2022 without the use of general reserves or the need to undertake a fundamental review of services, but is now faced with finding further projected budget reductions estimated at £25.4 million in 2022-2023, rising to £29.6 million to the period of 2023-2024.</p> <p>The impact of the pandemic will continue to be monitored and regular updates will continue to be provided to the Leader, Cabinet Member and Strategic Executive Board (SEB).</p>	4 - MTFS

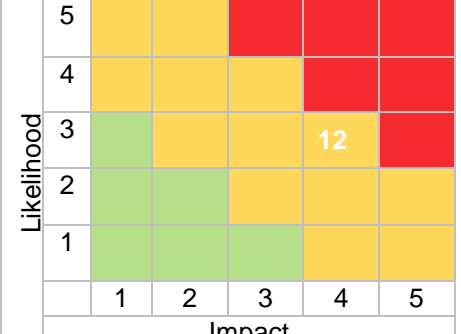
Risk ref	Risk title and description	Current score (Feb 2021)	Target score and date (where appropriate)	Comment	Link to Strategic Risks																																																	
08 04/20	<p>Supply Chain</p> <p>There is a risk that we may lose key suppliers (Social Care Suppliers are of particular concern).</p> <p>Risk Owner: Claire Nye Cabinet Member: Cllr Louise Miles</p>  <table border="1" data-bbox="226 628 678 976"> <tr> <td></td> <td>5</td> <td>Yellow</td> <td>Yellow</td> <td>Red</td> <td>Red</td> <td>Red</td> </tr> <tr> <td></td> <td>4</td> <td>Yellow</td> <td>Yellow</td> <td>Yellow</td> <td>Red</td> <td>Red</td> </tr> <tr> <td></td> <td>3</td> <td>Green</td> <td>Yellow</td> <td>Yellow</td> <td>Yellow</td> <td>Red</td> </tr> <tr> <td></td> <td>2</td> <td>Green</td> <td>Green</td> <td>Yellow</td> <td>Yellow</td> <td>Yellow</td> </tr> <tr> <td></td> <td>1</td> <td>Green</td> <td>Green</td> <td>Green</td> <td>Yellow</td> <td>Yellow (5)</td> </tr> <tr> <td>Likelihood</td> <td></td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> </tr> <tr> <td></td> <td></td> <td colspan="5">Impact</td> </tr> </table>		5	Yellow	Yellow	Red	Red	Red		4	Yellow	Yellow	Yellow	Red	Red		3	Green	Yellow	Yellow	Yellow	Red		2	Green	Green	Yellow	Yellow	Yellow		1	Green	Green	Green	Yellow	Yellow (5)	Likelihood		1	2	3	4	5			Impact					5 Amber	Target Met	The score of this risk has been reduced, issues relating to Adult Social Care Providers are dealt with below under risk 9, Service Providers – Adult Social Care.	N/A
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	4	Yellow	Yellow	Yellow	Red	Red																																																
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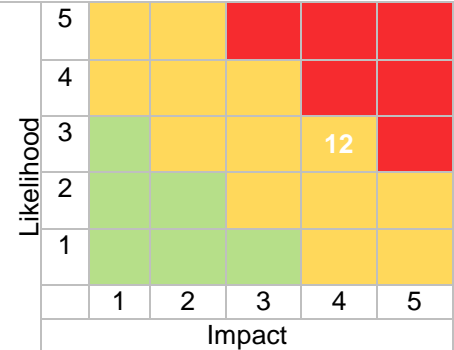
Risk ref	Risk title and description	Current score (Feb 2021)	Target score and date (where appropriate)	Comment	Link to Strategic Risks
9 04/20	<p>Service Providers – Adult Social Care</p> <p>There is a risk that we may lose service providers and not be able to maintain adequate service provision</p> <p>Risk owner: Emma Bennett Cabinet Member: Cllr Linda Leach</p> 	16 Red	8 Amber *On-Going	Risks are being mitigated due to the robust outbreak management processes in place. The Council have established enhanced support to providers, the daily provider survey acts as an alert to trigger contact and support if providers report they are having staffing issues when previously they've reported staffing is sufficient. Infection Prevention Control (IPC) funding has been allocated and homes have used this to fund required additional staff. Commissioning have worked with local recruitment agencies to ensure they understand potential demand and how they could support local care homes at the same time ensuring all appropriate IPC measures are followed in relation to cohorting staff.	N/A

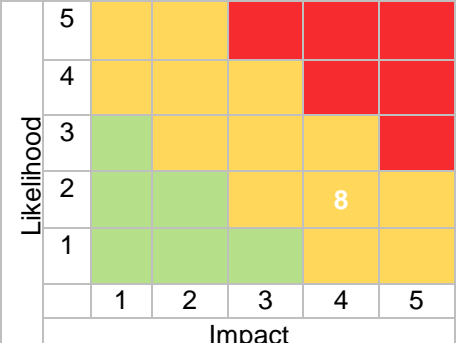
Risk ref	Risk title and description	Current score (Feb 2021)	Target score and date (where appropriate)	Comment	Link to Strategic Risks																																										
10 04/20	<p>Governance / Decision Making</p> <p>There is a risk that impacts from decisions made at speed could leave the Council open to complaint, litigation or financial penalty at a later date.</p> <p>Risk owner: David Pattison Cabinet Member: Cllr Paula Brookfield</p>  <table border="1" data-bbox="226 663 678 1015"> <tr><td>5</td><td>Yellow</td><td>Yellow</td><td>Red</td><td>Red</td><td>Red</td></tr> <tr><td>4</td><td>Yellow</td><td>Yellow</td><td>Yellow</td><td>Red</td><td>Red</td></tr> <tr><td>3</td><td>Green</td><td>Yellow</td><td>Yellow</td><td>Yellow</td><td>Red</td></tr> <tr><td>2</td><td>Green</td><td>Green</td><td>Yellow</td><td>8</td><td>Yellow</td></tr> <tr><td>1</td><td>Green</td><td>Green</td><td>Green</td><td>Yellow</td><td>Yellow</td></tr> <tr><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> <tr><td></td><td colspan="5">Impact</td></tr> </table>	5	Yellow	Yellow	Red	Red	Red	4	Yellow	Yellow	Yellow	Red	Red	3	Green	Yellow	Yellow	Yellow	Red	2	Green	Green	Yellow	8	Yellow	1	Green	Green	Green	Yellow	Yellow		1	2	3	4	5		Impact					8 Amber	8 Amber *On-Going	<p>Robust decision-making procedures are being established alongside strong risk management. Regular Director / Member meetings are ongoing to provide challenge. Virtual Committee meetings for elected Members are happening on a regular basis including a full Scrutiny programme (done remotely) and Full Council on 16 September 2020. The Council meetings in recent months have not taken place due to the legal Covid restrictions preventing the form of hybrid that took place during September 2020, however, a Full Council meeting has been scheduled for 3 March 2021 to approve the budget. Decision and risk logs have been established for all work streams and continue to be reviewed regularly.</p>	37 - Governance of Major Capital Projects, 3 - Information Governance
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11 04/20	<p>Fraud / Misappropriation</p> <p>The Council is open to fraud and misappropriation due to changes in legislation / speed that government grants need to be validated and distributed.</p> <p>Risk Owner: Claire Nye / David Pattison</p> <p>Cabinet Member: Cllr Paula Brookfield</p>  <table border="1" data-bbox="224 742 683 1101"> <tr> <td rowspan="5">Likelihood</td> <td>5</td> <td>Yellow</td> <td>Yellow</td> <td>Red</td> <td>Red</td> <td>Red</td> </tr> <tr> <td>4</td> <td>Yellow</td> <td>Yellow</td> <td>Yellow</td> <td>Red</td> <td>Red</td> </tr> <tr> <td>3</td> <td>Green</td> <td>6</td> <td>Yellow</td> <td>Yellow</td> <td>Red</td> </tr> <tr> <td>2</td> <td>Green</td> <td>Green</td> <td>Yellow</td> <td>Yellow</td> <td>Yellow</td> </tr> <tr> <td>1</td> <td>Green</td> <td>Green</td> <td>Green</td> <td>Yellow</td> <td>Yellow</td> </tr> <tr> <td></td> <td></td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> </tr> <tr> <td></td> <td colspan="6">Impact</td> </tr> </table>	Likelihood	5	Yellow	Yellow	Red	Red	Red	4	Yellow	Yellow	Yellow	Red	Red	3	Green	6	Yellow	Yellow	Red	2	Green	Green	Yellow	Yellow	Yellow	1	Green	Green	Green	Yellow	Yellow			1	2	3	4	5		Impact						6 Amber	4 Amber June 2020	<p>The Council has used a variety of pre and post-assurance tools including the government tool 'spotlight' in order to prevent incorrect or potentially fraudulent applications from being processed. The pre-assurance checking regime identified a number of such applications that were subsequently stopped. Following the payment of over 4,000 initial applications, post-payment checks identified a further 24 such cases, and invoices to recover these payments have been issued.</p> <p>Both pre and post-payment checks are now taking place on the latest round of support grants that have been made available. The Council has also introduced a third party front-end portal (Ascendant) into the pre-payment checking process.</p>	N/A
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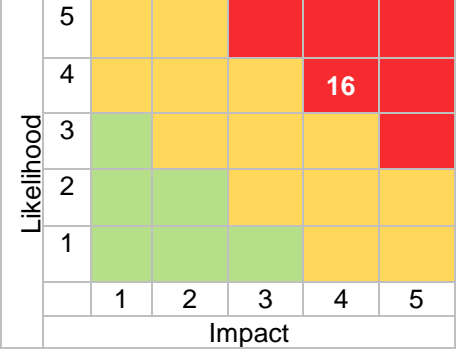
Risk ref	Risk title and description	Current score (Feb 2021)	Target score and date (where appropriate)	Comment	Link to Strategic Risks
12 4/20	<p>Employee Support – Health and Wellbeing</p> <p>Impact on staff health and wellbeing due to unprecedented levels of service demand / changes to working practices.</p> <p>Risk Owner: Tim Johnson Cabinet Leader: Cllr Ian Brookfield</p> 	12 Amber	8 Amber *On-Going	<p>Employee well-being was a Council priority prior to the Covid 19 pandemic and continues to be a priority now. A number of initiatives to support the well-being of Council employees have been and continue to be undertaken. Brief details are included below.</p> <ul style="list-style-type: none"> • The launch of the Council’s Our People portal. • Continuing to adjust to facilitate employees working from home. • Provision of onsite working where there is a need from a well-being perspective, requests for onsite working are reviewed and approved on a case-by-case basis. The provision of onsite working is reviewed continuously in line with national and local restrictions. • Utilising technology to provide new ways of members of staff to connect with colleagues from across the organisation. • Access to Mental Health First Aiders, these are colleagues from across the council who can be approached by anyone that wishes to discuss emotional, mental health and wellbeing issues. Mental Health First Aiders have received bespoke training and will listen to concerns and guide individuals to the help they need. • The offer of face-to-face well-being checks and access to free trials and workouts from WV Active. • The introduction of ten wellbeing leads working across different services to ensure the information is available and valid. These leads attend the operational Wellbeing group biweekly to discuss the relevant support and ensure the best support is available. • Engagement is underway with employees to receive feedback on the creation of wellbeing pledges. These include organisational, employee and manager pledges. We are working with unions to see what support they want to offer as part of the wellbeing pledges. 	28 – Health and Safety

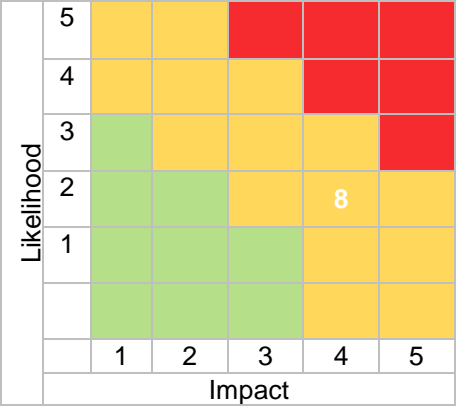
Risk ref	Risk title and description	Current score (Feb 2021)	Target score and date (where appropriate)	Comment	Link to Strategic Risks																																										
13 4/20	<p>WV Living</p> <p>There is potential for significant reputational and financial risk to the Council as a result of the financial impacts on WV Living as a result of Covid-19.</p> <p>Risk Owner: Claire Nye Cabinet Leader: Cllr Louise Miles</p>  <table border="1" data-bbox="224 638 683 973"> <tr><td>5</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>4</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>3</td><td></td><td></td><td>12</td><td></td><td></td></tr> <tr><td>2</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>1</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> <tr><td></td><td colspan="5">Impact</td></tr> </table>	5						4						3			12			2						1							1	2	3	4	5		Impact					12 Amber	8 Amber *On-Going	<p>On 16 December 2020 Cabinet approved the WV Living Business Plan for 2021-2026. Subsequently, via a special urgent decision, on 17 December 2020 the Council approved investment of equity in WV Living to support the business plan and delivery of housing in Wolverhampton.</p> <p>The Board of Directors are now fully focussed on securing the resources required to successfully deliver the Business Plan, this work is closely monitored by the Shareholder Board.</p>	N/A
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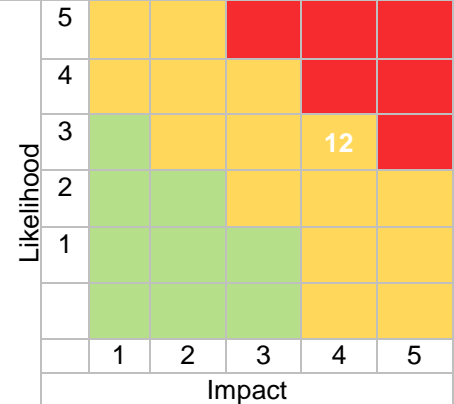
Risk ref	Risk title and description	Current score (Feb 2021)	Target score and date (where appropriate)	Comment	Link to Strategic Risks																																										
14 4/20	<p>Employee Capacity</p> <p>There is a risk to the provision of statutory functions / functions required as part of the Council's Covid-19 response due to employee capacity issues - including impact of sickness / caring responsibilities.</p> <p>Risk Owner: Tim Johnson Cabinet Leader: Cllr Ian Brookfield</p>  <table border="1" data-bbox="226 703 678 1054"> <tr><td>5</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>4</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>3</td><td></td><td></td><td>12</td><td></td><td></td></tr> <tr><td>2</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>1</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> <tr><td></td><td colspan="5">Impact</td></tr> </table>	5						4						3			12			2						1							1	2	3	4	5		Impact					12 Amber	8 Amber *On-Going	Detailed analysis to understand the flexibility of the workforce and continue the redeployment programme is ongoing. During the third national lockdown employees have been successfully redeployed into lateral test flow centres, to a call centre supporting vaccination take up and at Aldersley Leisure Village vaccination site. These requirements are being reviewed on an on-going basis and considerations are being made for when lockdown is lifted. Individual and workplace risk assessments have been conducted in front facing service areas to ensure they can continue to operate in a Covid secure manner. Processes are embedded to identify priorities and redeploy employees in the most appropriate way now and in line with future restrictions.	N/A
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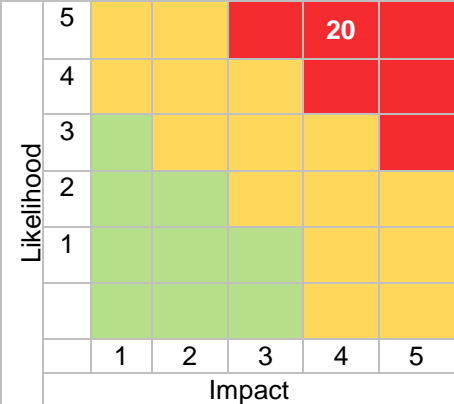
Risk ref	Risk title and description	Current score (Feb 2021)	Target score and date <small>(where appropriate)</small>	Comment	Link to Strategic Risks																																										
15 4/20	<p>ICT Network and Telecommunications / Security Issues</p> <p>There is a risk of service disruption due to failures in ICT and telecommunications systems (including the ability to access the Council's secondary data centre). There is also an increased risk of cyber security threats as a result of Covid-19.</p> <p>Risk Owner: Charlotte Johns Cabinet Leader: Cllr Louise Miles</p>  <table border="1" data-bbox="224 805 683 1149"> <tr><td>5</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>4</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>3</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>2</td><td></td><td></td><td>8</td><td></td><td></td></tr> <tr><td>1</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> <tr><td></td><td colspan="5">Impact</td></tr> </table>	5						4						3						2			8			1							1	2	3	4	5		Impact					8 Amber	4 Amber *On-Going	This risk has been de-escalated from the Covid Risk Register, any impacts from Covid-19 will be dealt with under strategic risk 23 – Cyber Security.	23 – Cyber Security
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16 4/20	<p>Education Provision</p> <p>There is a risk to the consistent provision of education to all children and young people in Wolverhampton due to;</p> <ul style="list-style-type: none"> • Covid-19 outbreaks in schools • Children and young people not regularly being in school due to managing isolated Covid-19 cases • Parents confidence that children are safe in schools due to the pandemic. <p>Risk Owner: Emma Bennett Cabinet Leader: Cllr Dr Michael Hardacre</p> <table border="1" data-bbox="224 922 678 1270"> <tr> <td rowspan="6" style="writing-mode: vertical-rl; transform: rotate(180deg);">Likelihood</td> <td>5</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>4</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>3</td> <td></td> <td></td> <td></td> <td>12</td> <td></td> </tr> <tr> <td>2</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>1</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> </tr> <tr> <td></td> <td colspan="5" style="text-align: center;">Impact</td> </tr> </table>	Likelihood	5						4						3				12		2						1							1	2	3	4	5		Impact					12 Amber	4 Amber *On-Going	<p>The Council are continuing to provide a programme of ongoing support to schools, all Wolverhampton schools reopened to all pupils in September 2020, but this was reviewed following the Christmas holiday period due to a further spike in cases and a new national lockdown. At the beginning of the January 2021 term schools were closed for the majority of students but as with the first lockdown, schools remained open to ‘vulnerable’ children and young people, children of keyworker parents as well as those with Education, Health and Care plans. School places were also made available for those unable to study effectively at home. During this period teachers were also delivering lessons remotely to the large numbers of children and young people studying at home.</p> <p>A ‘roadmap’ to the full re-opening of schools, settings and colleges is was announced on the 22 February with re-opening to commence on the 8th March. Communications to both education settings and to parents to ensure consistent messaging are ongoing. An Education Incident Managing team has been established with key Council officers along with public health colleagues to monitor emerging Covid cases in schools and to provide ongoing support to education settings in order to manage outbreaks.</p> <p>.</p>	22 - Skills for Work and Inclusive Growth
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17 4/20	<p>Impact on-going projects and programmes</p> <p>There is a risk to the Council's ongoing projects and programmes in terms of both timings and costs due to the impacts of Covid-19. Furthermore, original business cases may no longer align with future strategic aims.</p> <p>Risk Owner: Richard Lawrence Cabinet Leader: Cllr Stephen Simkins</p> 	16 Red	12 Amber *On-Going	<p>With regards to the Council's major capital projects; the strategic pipeline and the related investment funding opportunities, the Infrastructure for Growth Board continue to consider the impacts of the pauses in work caused by COVID-19 and the changes in longer term objectives.</p> <p>The Covid reporting protocol is ongoing and continues to identify and monitor risks and issues directly related to Covid-19, Covid risk reports are produced on a regular basis and reviewed by Senior Management. The Council is pro-actively working with partners and stakeholders to mitigate risk and continue operations in accordance with Government guidelines. Regular reporting to PAG, i4Projects, SEB and Member Reference Group is also ongoing.</p>	37 - Governance of Major Capital Projects

Risk ref	Risk title and description	Current score (Feb 2021)	Target score and date (where appropriate)	Comment	Link to Strategic Risks
18 4/20	<p>PPE</p> <p>There is a risk to Wolverhampton's frontline workers due to national issues regarding the supply of PPE.</p> <p>Risk Owner: David Pattison Cabinet Leader: Cllr Linda Leach</p> 	8 Amber	8 Amber *On-Going	<p>The Council continues to be in regular contact with care providers to identify PPE requirements. All care providers now have access to the Government's PPE portal and the Government are supplying directly to Wolverhampton. A Governance monitoring group has been established to identify and address any issues relating to PPE.</p> <p>Public health, the NHS and health and safety have worked hard to keep on top of national guidance. Local risk assessment processes have been designed and implemented to enable reopening of further services. Any localised shortages of PPE have been managed via mutual aid between local authorities</p>	N/A
19 07/20	<p>Recovery</p> <p>If the Council's recovery planning is not robust the Council and the City will not recover swiftly causing an inability to support citizens and businesses effectively, resulting in significant financial and/or reputational damage.</p> <p>Risk Owner: Charlotte Johns</p>	12 Amber	8 Amber *On-Going	<p>Planning for recovery has now commenced and falls into two categories;</p> <ul style="list-style-type: none"> • Short term operational transition of services from lock down, alongside • Longer term strategic approach to wider recovery within the council and City to shape future service delivery. <p>With regards the phased re-opening of Council services detailed work is ongoing to review and implement Government guidance appropriately. Heads of Service are working in conjunction with the Council's Health and Safety Team to identify how services</p>	N/A

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	<p>Cabinet Leader: Cllr Ian Brookfield</p>  <table border="1" data-bbox="226 357 678 762"> <tr><td>5</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>4</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>3</td><td></td><td></td><td>12</td><td></td><td></td></tr> <tr><td>2</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>1</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> <tr><td></td><td colspan="5">Impact</td></tr> </table>	5						4						3			12			2						1							1	2	3	4	5		Impact							<p>can move forward safely, with minimal risk to officers and members of the public. This includes considerations such as PPE requirements and work locations. An employee risk assessment has been established in collaboration with key partners and has since been adopted as best practice by others. Given the changing external environment and the announcement on 21 January 2021, this risk-based approach to reopening services will continue to be developed in line with public health guidance.</p> <p>Full Council approved the 'Relighting Our City' strategy on the 16 September 2020, the framework sets out five priority areas for recovery alongside three thematic cross cutting principles. The plan was developed after extensive engagement with our partners and communities, a mechanism is in place through a digital engagement platform to ensure we have an ongoing dialogue with communities around recovery in the coming months. Work to shape our future economic priorities with key partners across the city has also continued, including the launch of the Wolverhampton Pound which was agreed at Cabinet in January 2021.</p> <p>A robust governance structure to oversee the recovery phase has been established including a city Recovery Co-ordinating Group. Regular reporting to the Strategic Executive Board and elected members is ongoing. Monitoring of infection rates within the city is ongoing, it is noted that consideration will have to be given to what impact the current rise in infection rates will have on the Council's approach to recovery and the implications for re-opening services.</p> <p>Collaboration is also being undertaken with both regional partners and partners from within the City where appropriate, through the regional Recovery Co-ordinating Group.</p>	
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20 07/20	<p>Rising Unemployment Impact of Covid-19 on businesses and industries across the City will result in more unemployment.</p> <p>Risk Owner: Richard Lawrence Cabinet Leader: Cllr Stephen Simkins</p> 	20 Red	16 Red	<p>Covid-19 has significantly impacted businesses and industries across the City. The Council are continuing to monitor the situation for residents and businesses, working closely with partners across the region. Recent figures have identified that the city has moved from being 5th highest unemployment in the UK in October 2020 to 7th highest in January 2021. Young people (18 – 25) have been particularly affected, due to closures in retail and hospitality and we are seeing wards which have double the national unemployment for this age group.</p> <p>As part of the Council's 'Relighting Our City Strategy' the Jobs and Learning Relight workstream has been presented to the Council's Scrutiny Board and to the Executive Board. The focus being to support young people, reduce the digital divide and have a city response to redundancy. The current Furlough scheme has been extended till April 2021 which is minimising current impact however it is unclear if positions will be available once the scheme has been withdrawn.</p>	9 - City Centre Regeneration, 22 - Skills for Work and Inclusive Growth

* The target assessment for these risks remains constant as they are risks which are likely to remain at their current level over the medium term and as such these risks may not have target dates.