

City of Wolverhampton Council – Strategic Risk Register

Risks reviewed by risk owners - February 2022

| Risk Ref | Risk title and description | Relighting our city priority | Previous Risk Score | Current Risk and Target Score | Direction of Travel | Update position and further actions to take to mitigate risks | Sources of Assurance |
|----------|---|--|---------------------|-------------------------------|---------------------|---|---|
| 1 | <p>Impact on Residents Health and Wellbeing There is a 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 J Jaspal</p> | Support People who need us most | 12 Amber | 12 Amber Target 8 Amber | ↔ | <p>A refreshed version of the Local Outbreak Plan was published in December 2021 taking into winter preparedness, we will continue to protect and support our city from the virus and any future outbreaks.</p> <p>Further actions to take to mitigate risk Work is on-going to review next steps following the latest changes to national Covid-19 guidance, particularly in relation to vaccination, testing and contact tracing</p> | A local, more detailed risk register detailing operational risks and issues is being maintained within public health. |
| 2 | <p>Businesses Closing Loss of businesses within the City, potentially impacting on regeneration and the achievement of the Council's 'Relight' recovery plan.</p> <p>Risk Owner: Richard Lawrence Cabinet Member: Cllr S Simkins</p> | <p>Grow our vital local businesses</p> <p>Stimulate vibrant high streets and communities</p> | 8 Amber | 8 Amber Target 4 Amber | ↔ | <p>As current guidelines for Covid 19 have been relaxed, businesses across the City are reopening. For some sectors this has brought new challenges particularly amongst the hospitality, leisure and care sectors who are reporting shortages in staff. This is impacting on the businesses ability to meet customer demand. Another significant challenge is the supply chain, due to staff shortages in logistics and distribution and the UK no longer part of the EU. The food and construction sectors are reporting significant delays.</p> <p>Along with the expert advice and guidance, the Council's Business Relight programme now offers small grants. New grants to support retailers and to help businesses make small investments in low carbon (energy efficient measures) were launched in December. Additional funds were released in February to support businesses still affected by the Omicron variant of Covid 19.</p> <p>Noting that all current post covid business grants will conclude at the end of March, the work from Metro Dynamics will help inform the council about key focus areas and provide a framework for taking forward the immediate and longer-term business support model for the council and the city</p> <p>Further actions to take to mitigate risk The Council is continuing to support local businesses to adapt and invest in new ways of working and strengthen areas which the pandemic has highlighted as weakness in their business. The Council is also funding IGNITE, a new business and enterprise hub to support small businesses in the city.</p> | <p>Regeneration have commissioned an external consultancy group (Metro Dynamics) to review the City's strategic priorities, the economic/business context and current business support offer and develop an approach to business support that will help deliver the City's ambitions for future success.</p> <p>Internal audit review planned for 2022-2023 of the IGNITE business and enterprise hub.</p> |
| 3 | <p>Safeguarding Children Failure to safeguard the City's most vulnerable children.</p> <p>Risk Owner: Emma Bennett Cabinet Member: Cllr B Momenabadi</p> | Support the people who need us most | 8 Amber | 8 Amber Target 8 Amber | ↔ | <p>Statutory social work with children and families continues to be delivered face to face as it has been throughout the pandemic. In addition, Strengthening Families Workers are offering additional face to face support with individual families and through group work.</p> <p>Referral rates have consistently been higher than 2019-2020 since June 2021. This has resulted in higher numbers of children in Assessment.</p> <p>There has been an increase in social work turnover, although the annual turnover rate remains below national levels. Additionally, in line with the national and regional position there is a shortage of suitable agency social workers to back fill temporary vacancies we have created by secondment opportunities and maternity leave. This does mean that we have seen an increase in caseloads for social workers, particularly in the Disabled Children and Young People's team and in the Strengthening Families Service. Cabinet Resources Panel have approved the establishment of a peripatetic team of nine permanent social workers who will be deployed into teams where there are uncovered vacancies. Recruitment to these posts is underway. Social workers across Children's social care are also supporting the work in these two areas to ensure caseloads across all services are manageable.</p> <p>MASH24 was launched on 14 June 2021, these arrangements support greater consistency of practice and response during the daytime, evening and at weekends. A six-month review of the new arrangements is currently taking place.</p> <p>A briefing on safeguarding children and young people was provided in December to the Executive Team and is part of an all Councillor briefing in February in light of recent national media attention about Local Authority Children's services practice.</p> <p>Further actions to take to mitigate risk Actions are being taken to try to attract experienced agency workers locally and regionally.</p> | <p>The most recent internal Quality assurance report, alongside regular analysis of performance information offers Senior Leadership Team reassurance regarding practice.</p> <p>This performance information is shared with SEB, Cabinet Member and the Leader regularly together with Ofsted on a quarterly basis, and was recently shared in November 2021</p> <p>Monthly data continues to be submitted to the DfE and is being closely monitored.</p> <p>Although referral rates are higher, overall, they appear to remain in line with the England/West Midlands average.</p> <p>Recent feedback from a deep dive undertaken in Wolverhampton by members of the National Independent Care Review team was positive and offered further reassurances about practice with children and families.</p> <p>Senior leaders have regular oversight of caseloads and have responded by ensuring social work resource and capacity is utilised across the service</p> |
| 4 | <p>Safeguarding Adults Failure to safeguard the City's most vulnerable adults.</p> <p>Risk Owner: Emma Bennett Cabinet Member: Cllr L Leech</p> | Support the people who need us most | 12 Amber | 12 Amber Target 8 Amber | ↔ | <p>All statutory assessments and safeguarding enquiries are undertaken and more face to face visits are taking place. Service providers and inhouse provision continue to reopen services safely. An increase in contacts to MASH and Adult Social Care has been experienced.</p> <p>The impact of the Government Guidance on mandatory vaccinations remains a risk to statutory service delivery (see risk 18 below), the recent secretary of state announcement reduces this risk as the consultation may repeal current legislation, whilst the review is underway it remains the law for anyone entering a Care Home to be vaccinated</p> <p>Considerable work was undertaken and led by Adults Incident Management Team to implement the mandatory vaccination policy across internal and external provision. All business continuity plans for commissioned providers have been updated to assure the Council that service provision will not be impacted by the policy change.</p> <p>The government has now decided to revoke the mandatory Covid vaccination for health and social care staff, subject to 2-3 week consultation launched on 31 January 2022.</p> <p>Further actions to take to mitigate risk We will respond to consultation and through our Incident Management Team review the impact for internal staff and providers.</p> | <p>An additional case file audit has been completed in early December to provide assurance around quality and feedback is being collated currently (practice week reviews are beginning early 2022)</p> <p>Additional short-term measures including increasing staff in the MASH are in place to manage the caseloads coming directly into the service, the long term plan to manage the increase in demand is being planned through the adult service redesign</p> <p>Continuous reporting to SEB is underway on Mandatory Vaccination</p> |

| Risk Ref | Risk title and description | Relighting our city priority | Previous Risk Score | Current Risk and Target Score | Direction of Travel | Update position and further actions to take to mitigate risks | Sources of Assurance |
|----------|--|--|---------------------|--------------------------------|---------------------|---|--|
| 5 | <p>Reputation / Loss of Public Trust There is a risk that the Council loses public trust and confidence by;</p> <ul style="list-style-type: none"> failing to respond to the needs of local people, especially vulnerable failure to warn and inform the public leading to impact upon the health of residents and businesses. <p>Risk Owner: Ian Fegan Cabinet Member: Cllr I Brookfield</p> | Support the people who need us most | 12 Amber | 12 Amber Target 10 Amber | ↔ | <p>Comprehensive, targeted and regular communications with residents and other key stakeholders in Wolverhampton has played a key role in driving down infection rates and driving up vaccination rates in the City. Effective communications remain essential to keeping people of all ages safe, connecting them to life-saving covid-19 vaccines, reinforcing positive behaviours following the lifting of restrictions to help prevent the virus spreading and preparing residents for recovery and 'relight'. There has been a comprehensive assessment of levels of vulnerability and the Council's approach will continue to prioritise keeping the most vulnerable residents safe. Co-ordinating communications, working with partners at a local, regional, and national level continues to be absolutely vital to ensure clear and consistent messaging.</p> <p>Further actions to take to mitigate risk This approach has been consistent during the introduction of Plan B measures in December 2021 which were subsequently lifted in late January 2022. Despite the easing of most restrictions, we continue to work with Public Health colleagues to plan and prepare effective communications any changes to guidance or potential new variants. Meanwhile, we work with partners to promote the booster vaccine to relevant cohorts.</p> | <ul style="list-style-type: none"> Public Health England Data Communications Strategy Social Care Data <p>As of the end of January 2022, 117,693 residents – or 47.1% of the city's population had received all three doses (including the booster vaccine)</p> |
| 6 | <p>Social Care Providers Adults 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 L Leech</p> | Support the people who need us most | 16 Red | 16 Red Target 8 Amber | ↔ | <p>Risks to sustainability are being mitigated with:</p> <ul style="list-style-type: none"> Robust outbreak management processes Robust vaccination plans for residents in care settings and those receiving home care Ongoing enhanced support to providers Use of the daily provider survey to alert to trigger contact and support if providers report they are having issues <p>Further actions to take to mitigate risk Work with local recruitment agencies to ensure that they understand potential demand and how they can support local care homes whilst ensuring that necessary controls are in place continues to be ongoing. The implementation of the Winter plan, approved by SEB will provide additional financial support to providers until March 2022 this also includes recruitment and retention support for all commissioned providers Infection prevention support will continue throughout the winter and the Council have provided on site flu jabs for residential homes to protect homes further. Boosters for Covid-19 are underway and cases in care homes have significantly dropped, capacity in care homes remains high. Given the recent implementation of the Winter plan and the ongoing pressures within acute settings the risk still remains significant while we assess the impact of the Winter support package and the unknowns still to be determined regarding the capacity to manage acute pressures between December and March 22. Approval was obtained to spot purchase off framework for providers and in year rate increase to support home care and reablement To date no providers have been lost. Risk remains high due to sickness levels, care home closures due to outbreak and staff exiting the profession.</p> | <p>Daily capacity tracker provides daily information on outbreaks, sickness levels and staff turnover – this provides the necessary data for commissioning to act to support outbreaks or protect residents.</p> <p>Regular updates to SEB are provided with respect to home care.</p> |
| 7 | <p>Employee Wellbeing There is a potential impact on the health and wellbeing of the Council's staff due to unprecedented levels of service demand and changes to working practices.</p> <p>Risk Owner: Laura Phillips Cabinet Member: Cllr P Brookfield</p> | Support the people who need us most | 12 Amber | 12 Amber Target 8 Amber | ↔ | <p>Employee well-being continues to be a Council priority, a number of initiatives have been embedded for employees which include (but are not limited to); the Council's Our People Portal, access to mental health first aiders, access to face to face well-being checks and work-outs led by WV-Active, the introduction of Council wide wellbeing leads and the creation of wellbeing pledges.</p> <p>Further actions to take to mitigate risk Organisational Development are continuing to work with Human Resources and Health & Safety to monitor, analyse and proactively respond to sickness absence data (both Covid and non-Covid) to ensure appropriate support is provided for employee health and wellbeing. We continue to monitor the health and wellbeing of our employees and the effectiveness of Our People support offer. Targeted work is continuing with our frontline workers and there has been increased engagement initiatives and communications regarding health and wellbeing across the organisation.</p> | <ul style="list-style-type: none"> Operational Health & Wellbeing Group Our People Board Employee Surveys Professional Conversations which include discussions around well-being SafeSpace Reporting Line Mental Health Support App for employees (My Possible Self) |
| 9 | <p>Education Provision There is a risk to the consistent provision of education to all children and young people in Wolverhampton due to Covid-19 outbreaks in schools, children and young people not regularly being in school and parents confidence that children are safe in schools due to the pandemic</p> <p>Risk Owner: Emma Bennett Cabinet Member: Cllr Dr M Hardacre</p> | Create more opportunities for young people | 12 Amber | 8 Amber Target 4 Amber | ↓ | <p>The Council continues to provide a programme of ongoing support to education providers. In addition the education incident management team continues to meet regularly to monitor emerging Covid cases in schools and provide ongoing support to education settings in order to manage outbreaks and emerging actions such as the vaccination roll out. Regular engagement sessions with schools (currently 2 weekly) are well attended by almost all schools across all phases. Second dose vaccine rollout for 12-15 year olds now using electronic and paper consents with increased engagement as a result</p> <p>Further actions to take to mitigate risk Schools are working tirelessly to identify gaps in learning that may have emerged or widened as a result of the lockdowns and this is supported by the Education Excellence Team (School Improvement) within the Council. Additional support is being provided in schools to enable 'catch-up' for these identified pupils through government funding such as that provided for the National Tutoring programme Extensive support is also being made available by the Education Psychology Service to address emotional and mental health and well-being issues that are emerging for pupils and school staff. This is being well-received by schools with take-up at a high level. Due to high numbers of positive cases amongst staff and pupils in schools some young people, albeit only small numbers, are being sent home for short periods, however they are able to engage in learning remotely and provision is in place for this. Also applies to those self-isolating because of being close contacts, learning is able to be accessed remotely. Similarly, school staff isolating can also work from home if not displaying symptoms.</p> | <p>Regular updates to Lead Member and SEB on attainment of pupils in schools although data is not widely available and unable to be shared publicly as it hasn't been validated over the pandemic. Each school will have had or be having an Autumn conversation with their School Improvement Advisor where the impact of Covid on the school community (including pupil progress) is discussed in detail and where required, support is put in place.</p> <p>As more young people are vaccinated the numbers contracting the virus are reducing slowly but steadily. Catch up sessions for vaccines are being made available for those who chose not to or couldn't get their vaccine in school when initially offered. This includes Elective Home Education children.</p> <p>The Omicron variant has resulted in higher numbers now contracting the virus although the symptoms are generally milder and most are able to return after a shorter period of isolation as per revised national guidance.</p> |

| Risk Ref | Risk title and description | Relighting our city priority | Previous Risk Score | Current Risk and Target Score | Direction of Travel | Update position and further actions to take to mitigate risks | Sources of Assurance |
|----------|---|---|---------------------|-------------------------------|---------------------|---|---|
| 10 | <p>City Wide Regeneration There is a potential impact on the City if the Council do not take effective action to regenerate and repurpose. In addition, there are risks to ongoing Council managed and operated capital projects and programmes in terms of costs, timings and ensuring that original business cases continue to align with the Council's strategic aims.</p> <p>Risk Owner: Richard Lawrence Cabinet Member: Cllr S Simkins</p> | Stimulate vibrant high streets and communities | 12 Amber | 12 Amber Target 8 Amber | ↔ | <p>With regards to the Council's major capital projects: the strategic pipeline of funding has been secured from Towns Fund, Future High Street Fund, WMCA with further funding bids successfully secured as part of Levelling Up round 1 submission for CLQ.</p> <p>Regeneration Infrastructure Board (RIB) and Infrastructure for Growth Board (I4G) were in place to consider any long-lasting impacts of Covid-19 and the changes in longer term objectives. RIB and I4G will be replaced through a revised reporting TMO (Transformation Office) function that will address constituency project delivery and development and a wider Levelling Up agenda for the City in delivering regeneration objectives.</p> <p>Further actions to take to mitigate risk In order to mitigate any additional risk a new PMO (Project Management Office) has been established to co-develop and implement projects across all funding sources (as referenced above). The PMO function will support and complement existing activities and resources to ensure successful project delivery and implementation.</p> <p>The Council is pro-actively working with partners and stakeholders to mitigate risk and continue operations in accordance with Government guidelines.</p> | <p>The Council's Covid reporting protocol is ongoing and continues to identify, monitor, and mitigate risks and issues directly related to Covid-19. Covid risk reports are produced on a regular basis and reviewed by Senior Management.</p> <p>Internal audit review of Westside Leisure underway.</p> <p>Internal audit review planned for 2022-2023 regarding the new Project Management Office.</p> |
| 11 | <p>Recovery If the Council's 'Relight' recovery planning is not robust the Council and the City will not recover swiftly resulting in an inability to fulfil key priorities and support residents and businesses effectively, resulting in significant financial and/or reputational damage.</p> <p>Risk Owner: Charlotte Johns Cabinet Member: Cllr I Brookfield</p> | All | 9 Amber | 9 Amber Target 8 Amber | ↔ | <p>Full Council approved the 'Relighting Our City' strategy on the 16 September 2020, and Cabinet endorsed a revised version to reflect feedback from the continuous conversation with communities. 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. A robust governance structure to oversee the recovery phase has been established including a city Recovery Co-ordinating Group.</p> <p>Further actions to take to mitigate risk The work of the council continues to be aligned to the Relighting Our City priorities with regular updates to Strategic Executive Board and elected members. Performance and financial monitoring is aligned to Relighting Our City priorities, and reported to Cabinet on a quarterly basis. To ensure the council continues to learn from the pandemic and is best positioned to support recover activity, a high level 'Relighting Our Council' strategy has also been developed and was taken for pre-decision scrutiny on 2 November and Cabinet on 17 November. Following which the new Council Plan went to Cabinet in February 2022 and was approved by Council in March 2022. The new Plan embeds Relight recovery priorities, following extensive engagement and consultation with local communities, and is underpinned by clear delivery plans to deliver the city's strategic priorities.</p> | Regular reporting to SEB and elected members is ongoing, including quarterly performance and finance reports to Cabinet. |
| 12 | <p>Rising Unemployment There is a risk that high levels of unemployment caused by historic trends and more recently the impact of Covid-19 will persist and the gap between Wolverhampton and other areas will continue to grow without focused action.</p> <p>Risk Owner: Richard Lawrence Cabinet Member: Cllr S Simkins Cllr Hardacre – skills</p> | <p>Create more jobs and learning opportunities</p> <p>Support the people who need us most</p> | 20 Red | 16 Red Target 15 Red | ↓ | <p>Young people (18 – 24) and the over 50s have been particularly affected. With the 18-24 group, at the point of last report, Wolverhampton's unemployment claimant count was the highest in England. This has now improved, with unemployment levels for this group falling month on month. Whilst this can certainly be attributed to the easing of restrictions around Covid-19 (which is mirrored in most Local Authorities), the data highlights a narrowing of the % gap between Wolverhampton and other comparator groups including nearby neighbours, statistical neighbours and England as a whole which might suggest a measure of positive local factor impacts. Insight and performance are working closely with the wider programme board and importantly with our partners as DWP to further understand these direct impacts that appear to be leading to this steadily improving picture.</p> <p>For the over 50 group, latest data shows Wolverhampton in 19th position overall against the same measure of unemployment with a slight improvement from the previous month. Again, this steady improvement is likely connected to an improving picture with regard to the pandemic – which should continue to be monitored. In context, England and the West Midlands remained static, so the marginal decrease in Wolverhampton was in line with regional and national comparators.</p> <p>Further actions to take to mitigate risk The council has approved the £3m Wolves at Work 18-24 Programme, a Youth Employment Initiative, aimed at taking a holistic overview of the historical and present challenges as a whole City issue – coupling the expertise of a wide range of Council Officers with key partners, providers and businesses from across the City. The Programme Board provides a platform for ongoing monitoring of data/intelligence and oversight of new key employment sector initiatives. Since the previous risk update, the employment of new roles to support the Youth Employment Support Manager, a scoping session held to discuss how all key City partners can be engaged in development of effective interventions, further successful applications through the City Ideas Fund and a wide range of targeted marketing and communication activity (including youth summits in specific areas of the City) have all supported the increased City focus on reducing unemployment in the 18-24 year old group across Wolverhampton. Beyond this, the collaboration and engagement with businesses who are pledging to employ more 18-24 year olds appears to be producing positive outcomes – with Wolverhampton Homes in particular pledging to (and indeed now are) employ around 40 young people. Also, work on the 18-24 group will, by its very nature, have a positive impact on all age groups to.</p> | <p>The Insights team provide detailed monthly analysis of the unemployment data in the city and have provided comprehensive analysis of the historical picture and present trends – which show a general improvement from pandemic peaks. This data monitoring work is now firmly embedded into the ongoing Wolves at Work 18-24 Programme arrangements.</p> <p>Ongoing COVID impact on employment in the City is now monitored and reported regularly as part of this work. The team have been assessing the data alongside labour market information for any signs that the end of furlough arrangements might be having an impact on overall employment statistics, but have not found any evidence so far to suggest this is happening on a scale that would negatively impact the overall figures.</p> <p>The Wolves at Work 18-24 Programme has now been established and there is a pipeline of planned activity with a focus on partnership collaboration and actively engaging with those directly impacted.</p> <p>A scoping session has been held to discuss how all key City partners can be well engaged in the development of effective interventions.</p> <p>Internal audit review planned for 2022-2023 of the Wolves at Work 18-24 Programme (Youth Employment Scheme).</p> |

| Risk Ref | Risk title and description | Relighting our city priority | Previous Risk Score | Current Risk and Target Score | Direction of Travel | Update position and further actions to take to mitigate risks | Sources of Assurance |
|----------|--|--|---------------------|-------------------------------|---------------------|---|--|
| 13 | <p>Information Governance</p> <p>If the Council does not put in place appropriate policies, procedures and technologies to ensure the handling and protection of its data is undertaken in a secure manner and consistent with relevant legislation then it may be subject to regulatory action, financial penalties, reputational damage and the loss of confidential information.</p> <p>Risk Owner: David Pattison Cabinet Member: Cllr P Brookfield</p> | Support the people who need us most | 6 Amber | 6 Amber Target 4 Amber | ↔ | <p>IG policies have been reviewed and updated to ensure they are fit for purpose and compliant. 19 policies have been rationalised down to five level-1 policies which will be approved and published by March. A review of internal procedures and guidance documents (level 2) will commence in this quarter. Mandatory training levels (level 1) will continue to be monitored through leadership teams and in collaboration with Organisational Development. Key corporate projects continue to be supported to ensure IG compliance and to ensure privacy by design is initiated in a timely manner. Information incidents reported during the period have been contained, investigated with mitigating actions put in place locally with relevant teams; records management and the movement of paper files is a re-emerging area of consideration and as such will become an area of focus in future months.</p> <p>Further actions to take to mitigate risk</p> <ul style="list-style-type: none"> Additional temporary resource being secured to support delivery of statutory functions and work programme activities Progress the review and creation of level two procedures and guidance to support level one policies Progress the development and rollout of Level 2 and level 3 training for specialist roles Reset and refresh priorities for Leadership areas to maintain compliance at service level. Collaboration with Audit Services to support the DPO reporting function and ongoing corporate compliance assurance. Carry out a review and refresh of procedures in respect of the movement of paper records in relation to decommissioning of services and location moves. | <ul style="list-style-type: none"> E-learning take up and ongoing training development Privacy by design – DPIA, IG Impact Assessments Quarterly updates and regular touch points with Leadership teams Robust breach management procedures in place with assessment and monitoring at service level (leadership feedback) SEB/IG Board to continue to monitor, challenge, support and champion IG compliance initiatives |
| 14 | <p>Medium Term Financial Strategy</p> <p>If the Council does not manage the risks associated with the successful delivery of its medium term financial strategy including the continual review of the assumptions and projections of the strategy including the impact of Covid-19 and, the effective management of the key MTFS programmes a then this may exhaust reserves, result in the potential loss of democratic control and the inability of the Council to deliver essential services and discharge its statutory duties.</p> <p>Risk Owner: Claire Nye Cabinet Member: Cllr I Brookfield</p> | All / Our Council | 20 Red | 20 Red Target 12 Amber | ↔ | <p>On 16 December 2021, the Government announced the Provisional Local Government Finance Settlement for 2022-2023. The announcement was for one year only and further details on the proposed funding reform and consultation are expected to follow in 2022. The key points from the announcement were reported to Cabinet on 19 January 2022.</p> <p>The 2022-2023 Budget and Medium Term Financial Strategy 2022-2023 to 2025-2026 report (Cabinet 23 February and Council 2 March) presents a balanced budget for 2022-2023 without the use of general reserves.</p> <p>The report notes that the Council is now faced with finding further projected budget reductions estimated at £12.6 million in 2023-2024, rising to £25.8 million over the medium-term period to 2025-2026. Work to develop budget reduction and income generation proposals for 2023-2024 onwards in line with the Five Year Financial Strategy will continue.</p> <p>The level of uncertainty over future funding levels continues to be a significant risk. A prudent approach has been taken to forecasting resources over the MTFS period and all assumptions are detailed in the report.</p> <p>Further actions to take to mitigate risk</p> <p>The assumptions underpinning the MTFS will be reviewed continually throughout 2022-2023 and updates will be reported to Cabinet. External advice will be sought where appropriate to support financial modelling as an when further information is available on a fair funding review.</p> | <p>Regular budget monitoring at all levels.</p> <p>A local more detailed risk register is maintained within Finance.</p> <p>External Audit</p> |
| 15 | <p>Cyber Security</p> <p>Failure to maintain a high level of cyber security (technology, processes and awareness) throughout the Council may result in cyber-attacks and theft or loss of confidential data leading to financial penalties, reputational damage and a loss in public confidence.</p> <p>Risk Owner: Charlotte Johns Cabinet Member: Cllr O Ahmed</p> | Support the people who need us most | 6 Amber | 6 Amber Target 6 Amber | ↔ | <p>Nationally there has been an increase in cyber security threats to local government, with high profile cyber attacks impacting on some local authorities. Cyber security at CWC is robust, and externally verified through both PSN accreditation and Cyber Essentials Plus accreditation.</p> <p>Digital and IT continue to deploy security enhancements across the infrastructure to further improve security, key activity undertaken includes:</p> <ul style="list-style-type: none"> Implementation of multi factor authentication Conditional policies which prevent access to the Council's network on personal devices unless it is via the internet. Amending council's password policy to move to passphrases. Implementation of Windows Defender Advance threat protection, user risk detection and mitigation. <p>Further actions to take to mitigate risk</p> <p>The council achieved its annual Cyber Essentials Plus accreditation in September 2021 and continues to deploy ongoing security enhancements to minimise cyber-risk, and is on track to achieve annual PSN reaccreditation by March 2022. Further to the update to the Our Council Scrutiny Panel in September 2021, quarterly progress updates are provided to SEB and a specific update planned for Audit and Risk Committee in March 2022. A grant of £10,000 has been secured from the LGA to further invest in cyber security enhancements.</p> | <p>The Council has achieved external accreditation of its cyber security, through achievement of Cyber Essentials Plus and PSN compliance.</p> <p>Internal Audit review of Cyber Security and Disaster Recovery planned for this year.</p> <p>Quarterly updates provided to SEB.</p> |
| 16 | <p>Civic Halls</p> <p>There is a significant reputational and financial risk to the Council and to the City's wider visitor economy if the revised Civic Halls refurbishment programme is not effectively managed in terms of project timings, costs, and scope.</p> <p>Risk Owner: Richard Lawrence Cabinet Member: Cllr S Simkins</p> | Stimulate vibrant high streets and communities | 12 Amber | 12 Amber Target 8 Amber | ↔ | <p>In conjunction with professional advisors, rigorous examination of contracts to ensure continuing compliance is ongoing.</p> <p>In preparation for opening in 2022 and the recommencement of commercial events (subject to Covid restrictions and national guidance), the Council continues developing its relationship with AEG Presents to operate the Civic Halls. This world class operator is bringing forward exciting and ambitious plans for the venue with bigger and better acts and events. Plans will also benefit local businesses, see new jobs created and raise the city's profile. The public realm works are progressing well and are on schedule to complete in time for the opening of the building.</p> <p>Further actions to take to mitigate risk</p> <p>Monthly Civic Halls Restoration Boards take place in order to ensure assurance on the project. This is supported by frequent operational group, end user operator and public realm meetings, which all feed into the overall programme board. Directors are also supplied with project updates weekly via flash reports.</p> | <p>Project Assurance Group</p> <p>Civic Halls Restoration Board</p> <p>AEG Contract</p> <p>Specialist external advice – project and risk management</p> <p>Internal Audit representation on Civic Hall's Operational Group</p> |

| Risk Ref | Risk title and description | Relighting our city priority | Previous Risk Score | Current Risk and Target Score | Direction of Travel | Update position and further actions to take to mitigate risks | Sources of Assurance |
|----------|--|--|---------------------|-------------------------------|---------------------|--|---|
| 17 | <p>Climate Change Failure to achieve the Council's commitments in relation to Climate Change, including the pledge to make Council activities net-zero carbon by 2028 may result in significant reputational damage and a loss in public confidence.</p> <p>Risk Owner: John Roseblade Cabinet Member: Cllr S Evans</p> | <p>Stimulate vibrant high streets and communities</p> <p>Support the people who need us most</p> | 6 Amber | 6 Amber Target 3 Green | ↔ | <p>The Council's Climate Change Action Plan was approved by Cabinet in July 2021. The action plan clearly sets out all activity needed to meet the Council's net zero ambitions by 2028 as well as setting out the framework for the 2041 target for the whole City.</p> <p>Further actions to take to mitigate risk Further work is now being undertaken to identify the resources needed on any specific actions, and this will be monitored and reviewed in the coming months.</p> | <p>Governance and action plan monitoring arrangements being established.</p> <p>Internal audit review planned for 2022-2023 of the Climate Change Action Plan.</p> |
| 18 | <p>Adult Social Care Provision and Social Work/Occupational Therapy There is a risk that staff in provider services, frontline Social Work and Occupational Therapy will not be able to carry out their roles if they do not comply with mandatory vaccination guidance.</p> <p>Risk Owner: Emma Bennett Cabinet Member: Cllr Leach</p> | <p>Support the people who need us most</p> | 8 Amber | 8 Amber Target 6 Amber | ↔ | <p>There was a risk that recent government guidance and a change in the law regarding the mandatory vaccination of care home employees, could negatively impact on providers delivering services, (staff may leave or be dismissed if non-compliant). The vaccination guidance states that Social Care Workers and Occupational Therapists cannot enter a care home if not double vaccinated – this could pose a risk to the Council's ability to carry out statutory Care Act functions that require care home entry, if uptake of the vaccine does not increase. The government has now decided to revoke the mandatory Covid vaccination for health and social care staff, subject to 2-3 week consultation launched on 31 January 2022. Measures remain in place for Care Homes until the outcome of the consultation is known</p> <p>Further actions to take to mitigate risk remain in place:</p> <ul style="list-style-type: none"> • Surveying of all care homes to establish potential impact(s). • Regular review of vaccination levels. • Regular communications with care homes and to employees. • Promotion of vaccination bus and walk in clinics, Q&A sessions and webinars. • Targeted sessions with Public Health • Understanding the potential impact to capacity if homes reduce beds in line with staff (current there are surplus vacancy levels to meet needs). • Sharing findings with regional bodies and organisations. • Reasonable measures have been agreed by SEB to ensure all visiting staff to care homes are vaccinated and this has mitigated the risk. <p>We will respond to consultation and through our Incident Management Team review the impact for internal staff and providers</p> | <p>Capacity tracker logs the percentage of homes with vaccinated staff</p> <p>Regular reporting to SEB.</p> <p>Quality assurance team monitor vaccination take up and compliance.</p> |
| 19 | <p>Related Parties The Council has a number of bodies that it either owns or has a potential liability for. There is a risk that poor performance of these bodies could adversely impact on the Council both financially and reputationally.</p> <p>Risk Owner: Claire Nye Cabinet Member: Cllr I Brookfield</p> | <p>All</p> | 12 Amber | 12 Amber Target 8 Amber | ↔ | <p>A detailed financial review of each company was undertaken as part of the preparation of the Statement of Accounts, this included the going concern position of each party. It was concluded that there is currently no material financial impact on the Council. Regular monitoring is undertaken and there are no areas of concern.</p> <p>Audited financial statements were filed with Companies House in accordance with statutory deadlines for Wolverhampton Homes Ltd, Yoo Recruit Ltd and City of Wolverhampton Housing Company Ltd (Trading as WV Living).</p> <p>The Council is currently undertaking a review of Yoo Recruit Ltd which will in turn inform a refreshed business plan being prepared by the Company.</p> <p>WV Living are preparing an updated Business Plan which will go through a period of due diligence by Council officers before being presented to the Shareholder Board in April.</p> <p>Wolverhampton Homes are also preparing an updated Delivery Plan and budget for 2022-2023.</p> <p>Further actions to take to mitigate risk Regular monitoring of the related parties is undertaken, and monthly reports are provided to the Executive Team.</p> <p>Financial implications of our related parties have been referenced in the 2022-2023 Budget and Medium Term Financial Strategy 2022-2023 to 2025-2026 report (Cabinet 23 February and Council 2 March) and will be referenced in future budget reports.</p> | <p>The Annual Governance Statement incorporates related parties.</p> <p>External audit of each related party.</p> |