




SK 1 Reputational damage - Legislative requirement					
Failure to comply with legislative requirements. Risk of judicial reviews or injunctions being sought against the Council, causing delay in service delivery and financial loss to defend actions.					
Assessment date	Present risk score	Present score breakdown		Direction of Risk	Review date
		Probability	Impact		
July 2019	16	4	4	Unchanged  There is continued pressure on the council to implement the new duties detailed by the new legislation. Whilst significant work is underway there remain major risk factors.	January 2020
January 2019	16	Medium Probability	High Governance Impact		
June 2018	16				
Current Action Status/ Control Strategy	Ensuring that communication between the Directors and Service Managers with the Legal Team is kept up to date with regards to priorities and project planning. Regular discussions to be held between Services. Head of Governance and Legal Services to be kept informed of new developments through Management Team and Cabinet agendas.				
Responsible Officer: Management Team – Lisa Hastings					
Responsible Cabinet member(s) Leader of the Council, Deputy Leader.					
Scrutiny Committee(s)					

RISK 2 Reputational damage - Health and Safety					
Failure to have effective health and safety processes in place exposing public and staff to increased risk of injury or illness					
Assessment date	Present risk score	Present score breakdown		Direction of Risk	Review date
		Probability	Impact		
July 2019	20	5	4	Unchanged  Currently have a dedicated corporate Health and Safety officer who is working with services to ensure effective health and safety practices are in force across TDC.	January 2020
January 2019	20	High Probability	High Governance Impact		
June 2018	20				
Current Action Status/ Control Strategy	Identifying an officer with overall responsibility for ensuring that effective health and safety processes in place				
Responsible Officer: Management Team – Richard Barrett					
Responsible Cabinet member(s) Leader of the Council, Deputy Leader.					
Scrutiny Committee(s)					

RISK 3 Ineffective workforce management and planning - Loss of Key Staff					
Loss of key staff either through service changes or natural turnover impacting on delivery and /or reputational risk e.g. managing elections					
Assessment date	Present risk score	Present score breakdown		Direction of Risk	Review date
		Probability	Impact		
July 2019	12	3	4	Unchanged  Staff turnover rates and an inability to recruit are reflected in this.	January 2020
January 2019	12	Medium Probability	High Governance Impact		
June 2018	10				
Current Action Status/ Control Strategy	Effective HR Processes in place (being developed) to identify early signs of workforce issues (including age profile) and processes in place for recruitment of right skills. Skills focus and flexible approach across Council. "Grow your own staff"				
Responsible Officer: Management Team – Anastasia Simpson					
Responsible Cabinet member(s) Leader of the Council, Deputy Leader.					
Scrutiny Committee(s)					