

Risk Name	Owner	Key consequences/impacts	Summary of Assurances and Controls	Nov-24 Net risk level	Latest review commentary – Nov 24
Devolution and Local Government Reorganisation	Bill Cullen	New combined authority may reduce influence	Governance to be negotiated to ensure districts retain a voice - especially with the dissolution of the LEP.	6	Engaging at senior level within DCN on positioning districts strongly in respect of response to forthcoming White Paper. Leaders meeting in December in advance of an MP Summit to secure a joint and agreed position on response to opportunities on devolution. Joint letters have been sent to the current and previous Secretary of States for local government on the District appetite to support the East Midlands MCA. Districts have also indicated to Leicestershire County, City and Rutland CC support to a LLR joint approach. A joint comms approach is planned between all Leicestershire Districts following the publication of the Devolution White Paper.
Damage to Reputation/adverse publicity	Bill Cullen	Leads to lack of stakeholder confidence, high staff turnover, low morale, inability to recruit, and lack of confidence from our partners	Code of conduct for officers & councillors. Communication & consultation strategy "Media Implications" standing item on SLT Agenda. Media training. Forward plan of communications to SLT on regular basis	3	The Council continues to effectively monitor and promote external communication to its residents and businesses. SLT have a standing item on its agenda to review media and comms. The Council proactively responds to key local and national issues within its internal and external communications.

Insufficient Business Continuity Management arrangements	Malcolm Evans	Leads to inability to deliver services following fortuitous events, poor reputation, breach of Civil Contingencies Act	Business continuity plans developed around business impact analysis. Crisis team creation Development of BCM. Resource deployment for Disaster Recovery	3	Shared business continuity officer now in post and work is underway to launch new awareness sessions and templates.
Failure to adhere to Health and Safety Legislation/ Regulations	Julie Kenny	Can lead to prosecution, poor reputation, increase in absences, disruption to services, civil compensation claims	Appointment of dedicated IOSH qualified H&S Officer. General risk assessment training for middle managers. Guide to managers issued. Health and safety reported to Local Joint Safety Panel. Regular Staff H&S newsletter and agenda item on managers meetings.	3	Quarterly reports and monitoring takes place with regular reporting to SLT, Statutory Safety Committee with minutes being shared with elected members for oversight.
Workforce capacity	Bill Cullen	Workforce capacity leading to failure/inability to deliver services/objectives efficiently	Monthly review of sickness at SLT. Managers trained on how to manage absence supported by information from HR. People Strategy being refreshed	4	The Council has undertaken benchmarking across the Midlands which identifies HBBC as not being an outlier in terms of sickness rates. All long-term sicknesses and short term absences continue to be managed effectively.
Council does not prevent or detect fraudulent activities	Ashley Wilson	Leads to loss of income and negative reputation	Currently the main coverage of specific fraud risk is via the NFI process. The Audit Committee is considering if any further action is needed.	4	Internal Audit cover financial controls and report any issues as needed, although not specifically aimed at fraud any weaknesses would be reported. The Audit Committee do not have reports covering fraud specifically. Fraud Policy to be refreshed as part of Audit Committee Action Plan.
Depot insufficient space to accommodate introduction of food waste collections	Malcolm Evans	No compliance with legislation. Consequences unknown Reputational damage	The group have identified a possible solution to the property demand the increased service demands require. Negotiations for a 15 - 25yr lease are ongoing and will form part of a separate report for Full Council approval.	3	Negotiations for a 15 - 25yr lease have been ongoing and Full Council approval to be obtained by end November.

Climate Emergency	Rosemary Leach	Failure to achieve the objectives of the climate emergency declaration will lead to increasing extreme weather event, reduced biodiversity and significant climate change which will impact on health, wellbeing and finances.	Cross party member working group and officer working group established, task and finish groups are working to deliver the climate change strategy and an action plan has been developed which is reviewed quarterly. There is a quarterly update report for SLT. Work is also being undertaken in partnership with the other Leicestershire districts and county council. <b>A revised Strategy Signed off by full council early in 2024 along with key achievements to date.</b>	3	Work to decarbonise corporately by 2030 and as a Borough by 2050 has been progressing inline with the strategy and action plan. Quarterly update report taken to SLT and Member working group
Crematorium delivery	Ashley Wilson	Financial loss to the Council - and VAT costs not planned	The project is monitored on a regular basis through the Project Board and decisions taken to minimise any exposure to loss.	4	Tax advice has been taken on how to structure the operation of the crematorium via the wholly owned company. However, this advice still notes a small risk that HMRC will deem to construction vatable
Cyber Security	John Palmer	System, data and financial loss as a result of a cyber attack	Regular assessment against cyber asurance framework, MDR system in place and cyber awareness training mandatory for all staff.	4	Have completed self assessment against the LG CAF and programme of work agreed.
Balanced MTFS	Ashley Wilson	Ongoing reductions in core funding leading to failure to deliver balanced MTFS	Regular sessions with SLT to develop income and savings plan	6	Income and Savings options agreed with Executive members in principle.
Dissolution of Business Rates Pool	Bill Cullen	Threat from City and County resulting in financial loss and future uncertainty		3	No current indication of likely moves of any Leicestershire LA to dissolve the business rate pool.
ICT Partnership	Julie Kenny	Withdrawal of Blaby DC from the partnership and the capacity impact on the service	Robust response and project management in place to ensure strategic improvement works for remaining partners are not compromised	3	Exit now to be March 25 rather than Dec 24. Seeking agreement on technical approach to the exit.

Increased homelessness presentations and temporary accommodation requirements	Madeline Shellard	Year on year demands for the service not being matched by funding from Government	Work underway to establish viable financial options to meet demand, including partnership with Falcon Support Services and repurposing existing accommodation.	6	Options paper to be taken to SLT in December for consideration, with a target to reduce spend in 25/26 and 26/27. Spend this financial year below 23/24 level.
Loss of external funding and impact on capacity	Sharon Stacey	Number of posts delivering priority services based upon short term funding	Work with service leads to identify alternative funding and look at exit strategies where appropriate.	3	Extension in funding for welfare officers agreed with Cadent. Homeless Prevention grant will continue to fund additional housing options capacity.
Delivery of the Local Plan	Chris Brown	Risk of increased speculative planning applications, increased planning appeals, potential for Government intervention and risk to delivery of Corporate Plan Place themes	Local Development Scheme kept updated annually, with review due in Feb 2025. Regular update reports to SLT and Planning Policy Member Working Group. Officers attend 3x different levels of county wide strategic planning meetings to discuss progress and share evidence base	4	Regulation 18 draft Local Plan consulted on in summer 2024 for 8 weeks. Nearly 800 responses received. Key risks identified in consultation include impact on the SRN (A5) and delivery of strategic allocations. New NPPF consulted upon to September 2024 and with response awaited. New NPPF, and transitional arrangements, are key to plan moving forward.
Social Housing Regulation	Madeline Shellard	New legislative requirements increase pressure on resources, capacity and delivery. Risk of lack of compliance and poor grading for council following inspection resulting in reduced confidence and satisfaction-	Action plan in progress to demonstrate how legislation is met. Work underway to ensure any compliance across all areas.	3	Sign off to key pieces of work from Executive and taken through Scrutiny as part of the approval process. This includes Tenant Communication Strategy, Tenant Scrutiny approach and Tenant's Charter.  Publication of national Tenant Satisfaction Measures show service is above upper quality for all tenant perception measure.

Planning Designation	Chris Brown	Reputational damage. Risk of loss of planning fee income and loss of control for major planning application decisions	Regular dialogue with the Planning Advisory Service.	3	Planning Committee training undertaken to outline risks of designation and adequate reasons for refusing major planning applications
Emergency Planning arrangements	Madeline Shellard	Failure to ensure preparedness and respond adequately to emerging threats including adverse weather incidents	Work taken place with ELT and other key managers to progress EP response. Training taken place supported by Resilience Partnership.	3	On call staffing rota to commence in January 2025 alongside increased workforce training  Included session for new starters on Emergency Planning in induction programme