

Policy, Performance and Communications Risk Register

Nos.	Type I or R	Raised by	Date Raised	Likelihood	Impact	Gross Risk Score	Proximity of impact	Description	Mitigation	Owner	Target Date	Revised Likelihood	Revised Impact	Residual Risk Score	Status
1	R	PMq	30-Jun-08	2	5	10	I	The Action Plan and Equality Impact Assessment Timetable for 2008-11 are not actioned or implemented.	The Annual Service Transformation Plans for 2008-9 included an equality strand which will be regularly monitored and reported on; monthly and quarterly reports will be produced for various committees. The performance of these plans will be monitored closely by our Performance Board. The Equalities Board Group (EB) will develop a communications plan for equalities which will ensure transparency of the information to our tenants, service users, partners and employees. A commitment has been made from the Corporate Learning and Development Budget to support the development needs of our employees in terms of education and training to help us deliver our Equality agenda. The Action Plan and Scheme will be reviewed every 3 years. There is also project sponsorship by the Leader of the Council.	MFB	29-Sep-08	2	3	6	O
2	R	PMq	30-Jun-08	2	5	10	S	The objectives for Age, religion/belief and Sexual orientation are not agreed	The objectives will be widely consulted on before they are implemented. We will work with our partners to ensure that they reflect local needs as well as best practice.	MFB, HP & EB	31-Mar-09	2	3	6	O
3	R	PMq	30-Jun-08	3	3	9	I	Procurement of HR management Information (MIS) is not finalised and implementation of any new system is delayed.	The procurement of the HR system has an agreed timetable. We will use the current HR MIS to produce and publish a workforce monitoring report for 2007-8 by July 2008. If the procurement process is delayed, we will identify the gaps in workforce data and use this information to look at future reporting methods. We will maximise the use of the existing HR MIS - Compel.	Sue Shutter & Peter McQuitty	31.07.08	3	3	9	O

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4	R	PMq	30-Jun-08	2	3	6	S	<p>Implications arising from the Draft Equality Bill.</p> <p>When the full Equalities Bill is released then an assessment will be made on the full implications to the Corporate Equality Scheme 2008-11. One of the implications of the Draft bill appears to relate to transparency of workforce data and equality statistics. As we have ensured that we have a robust Action Plan for 2008-11 and that clear monitoring processes will be in place, this should not be an issue to the council.</p> <p>Communication channels have been established between the Equalities and HR Procurement Project Managers to ensure that any issues that have an impact on either project are identified and actioned.</p>	PMq	31-Mar-08	2	2	4	O
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