

Appendix 2: Risk Register

| | | | | | Date Raised | Owner | Gross | | Current | | Residual | | Comments | Controls | | | | | |
|-------|--------------------------------------|---|-------|---|--|-----------|-------|---|---------|---|----------|---|----------|---------------------|---|------------|------------|--------------|----|
| Title | Risk description | Opp/ threat | Cause | Consequence | | | I | P | I | P | I | P | | Control description | Due date | Status | Progress % | Action Owner | |
| | | | | | | | | | | | | | | | | | | | |
| 131 | Outcomes not achieved | The strategy does not achieve its stated aims | T | The work to deliver the outcomes is not prioritised | Communities and employees are not supported. Inequalities continue to get worse. | 1/12/2021 | IB | 4 | 3 | 4 | 3 | 4 | 2 | | Adjust staff objectives to reflect EDI and build this into service plans and appraisals. Ensure robust governance arrangements are implemented. | 1/4/22 | Open | 10 | IB |
| | Management of implementation process | Ensuring that implementation resource available | T | Lack of capacity | Delayed actions | 1/12/2021 | IB | 3 | 4 | 3 | 3 | 3 | 3 | | Adjust staff objectives to reflect current prioritisation of implementation | 15/12/2021 | Open | 40 | IB |
| | Expectations | Some stakeholders want to see the pace of change speed up beyond our capacity to change | T | Lack of focus on key deliverables. | Lack of buy in to actions | 10/1/22 | IB | 3 | 3 | 3 | 3 | 3 | 2 | | Clear communications and embedding the actions in service plans | 1/5/22 | Open | 20 | IB |

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| Consultation | The consultation did not pick up a diverse and inclusive range of views | T | Lack of consideration to how to properly engage with Oxford's diverse communities | Opportunities to improve the strategy are not taken | 10/1/22 | IB | 2 | 3 | 2 | 1 | 2 | 2 | | As detailed in the EIA | 1/3/22 | Open | 30 | IB |
| Environmental risks | Other changes such as implementing climate adaptations do not consider the EDI implications | T | Prioritises not being harmonised before actions are taken | Community tensions with people nor feeling like have been listened too. | 15/12/21 | IB | 3 | 3 | 3 | 3 | 2 | 3 | | Well planned engagement that considers wider implications | 30/03/2022 | Open | 30 | IB |