

Service	Ref	Title	Risk description	Cause	Consequence	Owner	Gross	Gross	Curren	Curren	Risk Scor	Residu	Residu	RAG	Comments
Housing Services	CRR-015b	Failure in the Delivery of the HRA Capital Investment Programmes	Failure in the delivery of the HRA Capital Investment Programmes.	Increasing interest rates and below inflation rent rises, alongside lots of competing demands, are significant risks	Overspend due to increase prices or the need to retender for further contractors to complete the work.	Nerys Parry	4	3	3	3	9	3	2	A	
Corporate Strategy	SRR-001-ACE	Partnership working	Devolution governance debate disrupts partnership work	County and Districts pursuing different options for Unitary Government.	Negative impacts on services and projects delivered in partnership with County and	Mish Tullar	4	4	4	3	12	4	1	A	
Corporate Property and Assets	SRR-001-CA	Staff recruitment and retention .	Inability to recruit and/or retain staff on proposed terms and condition in Property Services(particularly in respect of HRA and compliance).	Terms and conditions of employment are not sufficiently attractive to attract permanent staff.Most other Council's trying to attract similar staff from a small pool of available candidates	Required skills and capacity are not available to deliver required work programmes.	Malcolm PEEK	4	4	4	5	20	2	4	R	Remains a challenge to recruit due to industry demand additional issue of staff sickness
Planning Services	SRR-001-CD	Service Failure	Major service failure due to significant loss of ICT, staff etc	Major systems failure - major health pandemic etc	Reduction in staff or premises availability means a reduced service to customers and or a	David Butler	4	3	3	3	9	3	3	A	
Planning Services	SRR-001-ED	Regulation of the Private Rented Sector	Opportunity to embed HMO licensing across the City and to regulate the private rented sector	Systems failure/ poor delivery of service; inadequate engagement; non-compliance with regulation/ legislation	Damage to Council reputation and potentially finances; risks to occupiers. neighbours	David Butler	3	4	2	2	4	1	1	G	
Financial Services	SRR-001-FS	Reputation Management	Failure to deliver an efficient and timely year end process for annual Council Tax and NDR bills, Rents, Garage and leaseholder statements	Lack of resources (staff/finance) Upgrades of software not carried out Single points of failure CTR will be administered through Revenues not Benefits Knowledge of requirements Ability to design templates Legislative requirements not addressed	The biggest risk to the Council is reputational. If the bills and notices are not delivered on time the Council cannot collect income due to it and would suffer reputational damage as a consequence.	Laura Bessell	3	3	1	1	1	1	1	G	
Housing Services	SRR-001-HC	Increased Homelessness Costs	Increased costs of provision of temporary accommodation and rent top-up payments. Reduced access to the private rented sector.	Changes to Housing Benefit and Local Housing Allowance regulations, economic climate leading to more severe problems for the customer base. Impacts of the cost of living crisis is likely to see an increase in individuals seeking homelessness assistance. Increased use of B&B	Additional cost, less effective homelessness prevention work, higher homelessness acceptances	Nerys Parry	4	4	5	5	25	4	4	R	
Planning Services	SRR-002-CD	Unplanned Workload	Unplanned workload leading to reactive response and delay or omission of proactive work	Complaints, added to complexities to existing work, unplanned work demands corporate or external	Delay or omission of programmed work, impact on quality of work if it is rushed or not checked. Reduction in quality	David Butler	4	3	4	3	12	4	3	A	
Financial Services	SRR-002-FS	ICT	OCC not able to deliver the improvements to ICT systems in a timely and manageable manner; Inability to deliver ICT Systems that operate in a controlled and robust manner on a timely basis	ICT workplan not adhered to and delayed; System implementation ineffectual leading to delays and / or poor system design and implementation	Increased inefficiencies in work flow leading to increased manual working and worsening collection rates; controls around the system not robust leading to an increased level of reconciliation or data control issues Project plans overlapping so that there is excessive work for staff over a shortened time period Non-compliance with contractual agreements and non-compliance	Andrew Friar	2	2	4	3	12	2	2	A	
Housing Services	SRR-002-HC	Delivery Failure - Affordable Housing	Low delivery rate for affordable housing	Changes to Home's England funding stream for housing development. Government policy changes affecting housing tenure, rental levels, LA borrowing ability. Economic recession, leading to instability in the housing market, and falling prices which could undermine site viability. Shortage of labour and materials. Increased uncertainty in the housing	Decreased ability to house applicants in greatest need, "silting up" of temporary accommodation, additional costs. Major impacts on quality of life and life chances of population.	Nerys Parry	3	3	3	4	12	3	2	A	
Corporate Property and Assets	SRR-002-RMP	Income Generation	Income Generation from Property portfolio & Town Hall due to Covid-19 backlog and market forces and cost of living issues	Portfolio is biased towards retail/food and beverage. Market currently patchy	Reduced rent leading to budget pressure	Emma Gubbins	4	4	3	4	12	2	3	A	
Planning Services	SRR-003-CD	Project Delays	Project delays (service specific)	Poor project management of projects such as LocalPlan, major Development management case, change projects	Reduced performance, missed targets, ultimately delay to delivery of needed housing on	David Butler	4	3	3	3	9	3	3	A	
Corporate Property and Assets	SRR-003-CP	Income reduction due to condition of properties	Inability / delay in letting or increased incentives	Stock returned in poor condition , increased forfeiture	Reduced or delayed rent leading to budget pressure	Malcolm PEEK	4	2	4	4	16	2	3	R	
Financial Services	SRR-003-FI	Failure to recruit and retain key staff	Insufficient quality of applicants to vacancies, current key staff leave to better opportunities	Current pay scales not attractive, reputation of Council will not attract new recruits	Vacant posts remain vacant, and existing posts become vacant. Further pressure is put onto	Nigel Kennedy	4	3	3	3	9	3	3	A	

Planning Services	SRR-004-CD	External Delays	Delays to Council projects caused by outside agencies	Delays by outside agencies - County Council, Consultees, National and Regional Government, other agencies like	Reduced performance, missed targets	David Butler	4	4	4	4	16	4	4	R	
Corporate Property and Assets	SRR-004-CP	Property Related Compliance Failure	Property in General fund becoming non-compliant resulting in Health & Safety failure	Lack of monitoring and management	Risk of hazard to people or property, unable to let proprietiesso reduced income .	Malcolm PEEK	3	3	4	2	8	2	2	A	
Financial Services	SRR-004-CS	Welfare Reform	Implementation of Universal Credit roll-out and the additional effects of welfare reform and impact of changes to claimants benefit continue. Council Tax, Rents and Business Rates collection performance deteriorates	Welfare reform and changes to legislation We now know this will be fully rolled out by 2025.	Decline in service performance, overpayments occur and revenue and rent income streams are reduced.	Laura Bessell	3	2	2	1	2	1	1	G	
Financial Services	SRR-005-FI	Treasury Management	Safety of investments	Current economic climate and prolonged volatility in financial markets; banks and other investment institutions not being robust enough to survive future economic	Loss of principal investments placed	Bill Lewis	5	3	5	2	10	5	2	A	
Community Services	SRR-005-LP	Service standards and quality provision	Service not delivering quality services	Lack of resources and employee deployment. Fragile procedures, process and delivery mechanisms. Internal and external monitoring and auditing principles not robust	Failure to achieve industry recognised accreditation (i.e. Quest, Green Flag, ISO). Increased costs. Corporate and service objectives fail to be delivered. Reputational damage.	Hagan Lewisman	3	3	3	2	6	3	4	G	
Planning Services	SRR-006-CD	Income Targets	Non achievement of income targets	Impact of recession/Brexit/Other macro-economic issues - falling number of planning applications, visitor spend etc	Not meet budget estimates, Deficit in corporate budget. Ultimately impact on resources available to the council to	David Butler	4	4	3	3	9	2	3	A	
Corporate Property and Assets	SRR-006-CP	Quality of Data and Property Knowledge	Data Management processes improvement	No asset management system in place to store and analyse data.	Unable to plan or programme work in a timely fashion, delays in letting of properties and potential non-compliance. Risk of decreased insurance cover or	Malcolm PEEK	3	3	4	4	16	2	2	R	
Law and Governance	SRR-006-LG	Resilience of Service	Inability to effectively deliver services required by the Council to deliver and support statutory and non-statutory functions with a direct impact on risk, compliance and income to the Council.	Inability to retain and recruit lawyers to permanent post, leaving service dependent on locum resources and therefore exceeding salary budget The majority of permanent posts have been recruited to.	Reputational damage; adverse costs; greater reliance on external services and therefore increased costs. Ability to meet Council's own requirements prejudiced.	Emma Jackman	5	5	4	4	16	4	4	R	
Planning Services	SRR-007-CD	Government legislation, Democracy and Localism Bill	Substantial changes to the planning system. Relaxation of Change of Use, Prior Approval regime extended Impact of expectations of politicians and the local community impacting on resources and priorities	Government legislation leading to need to redesign processes	Lack of capacity to meet changes coming from government, undermining of the delivery of local policy objectives (e.g. protection of key employment sites). Neighbourhood Plans put	David Butler	4	4	4	4	16	4	4	R	
Community Services	SRR-007-LP	Insufficient revenue and capital for each proposed development	Insufficient revenue and capital for each proposed development	Current economic climate/Comprehensive spending review	Developments do not take place	Hagan Lewisman	3	3	3	3	9	3	3	A	
Community Services	SRR-007-PC	Income Targets	Non achievement of Town Hall income targets	Impact of economic circumstances; delays in building maintenance, major disruption to business e.g. fire, major repairs		David Hunt	4	4	1	1	1	1	1	G	On target to achieve income
Planning Services	SRR-009-CD	Opposition	Opposition to emerging statutory plans, and to planning applications and decisions; A) vocal and organised local opposition before decision; B) opposition at Examination or committee stage; C) Legal Challenge after Adoption or planning decision	Local public, groups, organisations or political parties object to policies in emerging documents and choose to use many and all avenues to express objection, including some outside normal procedures and all drawing a lot of media attention . Or opposition to planning applications at, pre- application, after validation. Committee and post decision	Delay, extra costs, reputational risk, possibly amendments to policies.	David Butler	4	3	3	3	9	3	3	A	
Housing Services	SRR-009-HC	Long term sustainability of HRA business plan	Changes to variable factors threatens investment and service performance and medium term financial strategy	Government legislative changes with respect to welfare reform, rent policy and sale of high value assets. Government rules on Right to Buy receipts mean money not spent in certain timeframe need to be returned to central government with interest. The Rent Cap being set at 7% has limited rental income alongside the pressure of supply, repairs & maintenance	Significant reduction to rental income threatens the investment programme in existing stock and new Council housing and the level and quality of landlord services. As well as our ability to respond to retrofit agenda, new decent homes standards and any further demands from	Nerys Parry	4	3	4	2	8	4	2	A	
Community Services	SRR-010- CS	Budget and Income	Trading Income from Event hire	Changes to Broad Street, COVID-19, the cost of living impact on the events sector and targeted campaigns against event	Budgeted Target not met	Paula Redway	2	4	1	1	1	1	1	G	

Planning Services	SRR-010-CD	New Partnership Challenges	Oxford Growth strategy, and related work including City Deal scheme implementation. Unable to secure partnership agreement in order to deliver work plan commitments with pace to work plan	Unable to reach agreement with partners, necessity to compromise away from best interests, prevarication, delay and effort in the processes	Delay, failure, less favourable outcomes, more complex delivery mechanism going forward	David Butler	4	4	3	4	12	3	4	A
Community Services	SRR-010-LP	Breach in H&S leading to fatality/closure of building	Breach in H&S leading to incident/ injury/ fatality/ closure of leisure facility and/ or service disruption	Failure of health and safety management and monitoring	Risk of injury or death to persons. Reputational risk. Financial claims. Risk of facility	Hagan Lewisman	3	3	4	2	8	4	2	A
Community Services	SRR-011-CS	Hinksey heated Outdoor Pool Cover	Incident, injury, vandalism cost liability and negative publicity.	Unauthorised access to the facility and a pool cover installation; Pool cover not operated by the end user as intended (i.e. leisure provider);	Risk of serious incident or injury; Cost liability to the council; Negative PR to the council; Utility and carbon savings not achieved inline with any funding agreement; Un-budgeted R&M or Lifecycle replacement costs to the council; Challenge from the leisure provider;	Peter Matthew	2	4	4	2	8	3	3	A
Housing Services	SRR-011-HC	ICT re-investment projects - delivery failure	Risks relating to the delivery of ICT projects following the ICT Strategic Review, including cost over-runs; project resourcing capacity (operational and technical); delivery timetable delays; quality or specification/ procurement/ provider issues; etc.	Project over-runs or service objectives not achieved through proposed procurement.	Delays in implementation of the Customer Portal impacting the CBL system, online housing application and the enhanced housing options along with the Verssa mobile. Additional administration requirements for operation staff whilst we await a self serve option for tenants and	Nerys Parry	3	3	3	3	9	2	3	A
Community Services	SRR-011-LP	Loss of key staff members	Prolonged absence or badly planned leave may result in the service area not delivering on its objectives	Staffing structure quite tight, meaning that there can be resource issues	Non delivery of service objectives	Peter Matthew	3	4	3	4	12	3	3	A
Law and Governance	SRR-012-LG	External Legal Resources	External legal costs exceed budget	Unpredictability of costs which may arise. Due to increase demand in client departments for legal support, capacity issues continue which has an impact on ELA requirements. Inability to use usual procurement route of EM Lawshare Framework meaning using higher priced	Budgetary pressure	Emma Griffiths	3	4	3	3	9	3	2	A
Community Services	SRR-012-LP	Insufficient resource and market demand to deliver financial plan	A stringent focus is on this work, although the macro env continues to increase the challenges. There is a risk of there not being enough resource (staff time), and/or market demand to deliver the level required	Not enough staff time / insufficient demand for additional activities	Reduced delivery of efficiencies	Peter Matthew	4	3	3	3	9	3	3	A
Planning Services	SRR-013-ED	Public Health Protection	Threats to public health eg., from food borne communicable disease	Uncontrolled spread of diseases; illness and possible deaths; damage to Council reputation.	Failure to adequately control/respond to outbreaks.	David Butler	4	4	3	3	9	3	3	A
Housing Services	SRR-013-HP	Property Related Health and Safety Failure	Property related health and safety failure (HRA)	Lack of statutory compliance. Potential for system failure. Particular focus on tower blocks compliance.	Occupiers put at risk. Prosecution of Oxford City Council.	Steve Stansfield	4	2	3	2	6	2	1	G
Housing Services	SRR-014-HC	Delivery Failure - Adult Homeless Pathway Transformation programme.	Risks relating to the delivery on time of the Alliance transformation programme to provide sufficient reprofiled services of good quality across the County.	Project over-runs or service objectives not achieved through proposed approach and subsequent procurement. Reduction in funding from DLUHC. High inflation increasing costs for providers causing services to be reduced.	Increased rough sleepers; more statutory homeless presentations; the need for increased City Council investment to maintain quality services, etc.	Nerys Parry	3	3	4	4	16	3	3	R
Financial Services	SRR-015-FI	Budget Management	Inability to forecast outturn effectively due to limited or incorrect information	There are significant efficiency savings and service reductions across the board as a result of budget process, and these may be difficult to deliver, or to understand if	Increased use of balances or further reductions to be identified	Andrew Friar	2	2	2	2	4	2	2	G
Community Services	SRR-015-LP	Safeguarding	Safeguarding vulnerable groups including children.	Poor training off and recognition of safeguarding principals. Poor monitoring and compliance regimes	Risk to Council reputation. Risk of allegation. Risk to public safety	Hagan Lewisman	4	3	4	2	8	4	2	A
Law and Governance	SRR-016-LG	ICT	Reliance on ICT and System Failures - Modgov, Iken, IDOX and eCase. Also need to move Legal to a cloud based version of IKEN so that they can be migrated to O365 without delay.	Insufficient support for critical systems and lack of timely roll out of appropriate device solution for Members	Officers and Members operating inefficiently or being frustrated in the discharge of their roles	Emma Jackman	4	4	3	3	9	3	2	A

Financial Services	SRR-017-FI	Corporate Fraud	Suppliers set up on payment system that are not genuine or requests to change bank account details that are not genuine	Third parties attempt to defraud the council	Payments being misappropriated, loss of public monies	Annette Osborne	3	3	3	3	9	3	2	A	no change risk remains as is
Law and Governance	SRR-017-LG	Legal Income	Income target not achieved	Failure to secure external work	Budgetary Pressure	Emma Jackman	3	3	4	4	16	3	3	R	
Financial Services	SRR-018-FS	Management effectiveness and employee ability to deliver services	Excessive pressure placed on staff and managers	Increased workloads and increased volumes of emails and online meetings in addition to increasing demands arising from the "day job"	Staff burnout; increased incidence of stress; lack of capacity to deliver work demands	Nigel Kennedy	4	4	4	4	16	3	3	R	
Law and Governance	SRR-018-LG	Complaints Handling	Failure of corporate complaints process resulting in Ombudsman intervention	Reliance on limited number of officers	Reputational risk. Additional complaints and/or ombudsmen intervention.	Emma Jackman	3	4	3	4	12	2	1	A	
Financial Services	SRR-019-FS	Health & Safety	Staff are subject to volatile situations in the course of their duties and possible harm	Robust & challenging conversations held with subjects of investigation during interviews and visits leading to escalation tension and possible physical assault.	Staff subject to harm and subsequent short or long-term sickness, reduced resources.	Scott Warner	1	1	2	2	4	2	2	G	
Community Services	SRR-020-CS	Community Cohesion Erodes	The risk that social and community cohesion will be negatively affected, detracting from our aims to encourage strong and active communities.	Britain's exit from the EU, shifts in national politics, and subsequent shifts in society's perceptions.	1.Uncertainty and instability in political climate leads to social and political polarisation - this in turn could lead to political fallout/shifts in management and risk of the council developing a bad reputation 2.Political instability means social instability / unrest, leading to higher rates of hate crime. Deepening cleavages in society divides communities, with settled communities feeling neglected by local authorities in favour of new/emerging communities -	Peter Matthew	3	5	3	3	9	3	3	A	
Financial Services	SRR-020-FS	Budget and Income	Failure to deliver profiled trading income due to external factors	Reduced appetites for external clients and partners to spend on counter-fraud services due to cost of living crisis, politics	Trading income targets not achieved, medium term financial plan compromised, budgetary	Scott Warner	1	1	2	1	2	1	1	G	
Financial Services	SRR-021-FS	Performance	Failure to achieve service plan targets and objectives due to unplanned staff absence or turnover including sickness	Some fixed term contracts in the team increase risk of staff looking to alternative roles with other organisations.	Targets not achieved, trading income compromised, inability to service external contractual commitments	Scott Warner	1	1	2	2	4	2	1	G	
Law and Governance	SRR-022-LG	Budgetary issue	Increase in the cost of postage causing budget pressures	The rise in the cost of postage has increased in recent years (with another in-	Pressure on budgets beyond what is acceptable	Martin John	3	3	3	3	9	3	1	A	
Law and Governance	SRR-023-LG	Voter ID provisions	Issues around the introduction of voter ID measures, due in Oxford in May 2024 (or any preceding by-elections)	The provisions within the Elections Act 2022 mean that the Council's RO has to put in place systems to allow the production of ID in order for an elector to	Potential issues with ID, training staff, getting the message out to electors about the new measures and the availability of VACs if	Caroline Green	4	4	4	3	12	4	2	A	
Law and Governance	SRR-024-LG	FOIA and DPA compliance	Failure to comply with statutory deadlines in terms of information Requests and Data Subject Access Requests. Failure to properly manage personal data.	Failure of other council departments and officers to contribute and approve in timescales required	Reputation risk, ICO action could result.	Emma Jackman	3	3	3	3	9	3	3	A	
Law and Governance	SRR-025-LG	Data Protection	Data Protection Breach and Non-Compliance with Data Protection Law	Failure of the organisation to adhere to data protection law would cause issues for the team in terms of capacity and work implications	Increased workload on a small team. Organisation could suffer reputational damage and/or have fines levied against them by ICO. Reputational risk for Service & Council Financial penalties for Council & employees. Potential	Emma Jackman	4	3	4	3	12	3	3	A	
Community Services	SRR-028-PCC	Sponsorship	Failure to achieve sponsorship income targets	Business climate.	Difficult to sustain city events and cultural activity on an annual	Paula Redway	4	2	2	2	4	1	2	G	
Financial Services	SRR-034-BIT	Procurement	Risk of challenge	Failure to follow best practice	Reputation of Council. Financial penalty. Poor decision making and financial loss due to potentially awarding a contract to the wrong supplier. Potential delays in achieving	Annette Osborne	3	3	4	4	16	3	3	R	No change, risk remains as is
Business Improvement	SRR-039-BIT	Corporate Management	Managers not equipped to meet the changing needs of the organisation	<i>Development of Fit for the Future Programme, gives new accountabilities and responsibilities for Leaders</i>	<i>If not addressed service improvements and efficiencies not delivered</i>	Helen Bishop	3	2	2	2	4	2	2	G	

Business Improvement	SRR-040-BIT	People team	Resources insufficient to meet the growing demands of service	The work demands over which we have no control, such as new starters, pension queries, employee turnover and increasing numbers of payroll transactions, is putting additional pressure on the operations work of the team. Additional temporary resource is coming to an end without efficiency savings having been met, partly due to the	Service quality is dropping and team is reporting workload pressures and work-related stress. Will need to cut back on service offered and extend service standard delivery times.	Gail Malkin	3	3	2	3	6	2	2	G	Have made budget bid to increase operations resources.
Business Improvement	SRR-041-BIT	People team	Loss of key talent	Reliance on individual contributors with no cover as team is small. Example - one recruitment consultant - if she left - we would have a limited and reduced	difficulty filling hard-to-recruit roles and longer time to recruit times more generally	Gail Malkin	3	3	2	3	6	2	2	G	
Business Improvement	SRR-042-BIT	People team	Data protection legal compliance	Historical poor administration practices and pressures of work have meant that data has not been managed in line with data retention schedules.	non-compliance with data protection law	Gail Malkin	3	3	2	3	6	2	2	G	
Business Improvement	SRR-044-BI	Budget pressures	Budget pressures in Customer Services, including Customer Contact and Corporate Support teams	Increased workload Improvements not delivered to improve services and reduce resource requirement Insufficient funding for workforce	Service savings not acheived	Helen Bishop	3	3	2	2	4	2	2	G	
Community Services	SRR-CoS001	Decarbonisation Programme - Impact to leisure operator & service provision	Impact to leisure operator & service provision from the programme of works for the decarbonisation of council community assets	Full or partial facility closures to deliver the decarbonisation and enabling programme of works, within the PSDA (Salix) timelines.	Impact on the councils MTFP; Compensation claim from the leisure operator; Reputational risk to the council; interim reduction in wellbeing & resilience opportunities for our	Hagan Lewisman	4	4	1	2	2	1	1	G	
Regeneration and Economy	SRR-001-RE	Staff Recruitment	Difficulty in recruiting on proposed terms and conditions - often FTC roles in the service.	Terms and conditions of employment are not sufficiently attractive to attract and retain staff	Required skills and capacity are not available to deliver required work programmes or staff turnover results in the loss of	Carolyn Ploszynski	2	3	2	2	4	2	3	G	
Regeneration and Economy	SRR-002-RE	Managing staff capacity	Little capacity in team to allow cover for other team members if required.	Internal and external projects and programme are running to very similar timescales across economic development, City Centre, Green Transport, Housing Deliey and Regeneration.	Staff resource and work needs to be carefully prioritised to handle demand. Some programmes are outside our control particularly in Green Transport and Economic Development. Difficulty to provide project cover if regeneration manager or housing	Carolyn Ploszynski	2	4	3	3	9	3	3	A	
Regeneration and Economy	SRR-003-RE	Good governance	Development board and associated groups within the governance process not utilised effectively as it could be across the council.	Lack of knowledge of how and when to utilise development review group and development board.	Board is reactive or not utilised leading to project problems.	Carolyn Ploszynski	2	3	2	3	6	2	3	G	
Regeneration and Economy	SRR-004-RE	Health & Safety	Poor health and safety compliance due to inconsistent levels of experience and training.	Inconsistent levels of experience and training in project managers. Lack of corporate resource and training in H&S protocols.	Health and safety incidents and non compliance during projects which may cause significant project delays, fines or legal	Carolyn Ploszynski	3	3	3	3	9	2	2	A	
Regeneration and Economy	SRR-005-RE	Support Team Capacity	Lack of specialist advice or delays to projects caused by support team capacity	Commitments to projects and resourcing of support services (procurement, legal, finance, communities, planning) have not been considered in tandem and therefore resourcing in support areas cannot meet	Project delays and potentially inaccurate information reported through governance process through lack of specialist advice	Carolyn Ploszynski	2	3	3	3	9	3	3	A	
Regeneration and Economy	SRR-006-RE	Staff Budget	Lack of budget to maintain staffing levels across service. Regen team due to failure to capitalise on the regeneration managers time and lack of funding to maintain current levels for city centre management and economic development teams	Staff budget relies capitalising time and external funding sources	Not being able to maintain staffing level of teams which would mean reduced resource to bring forward projects and programmes and loss of good staff that have often been difficult to recruit	Carolyn Ploszynski	3	3	2	2	4	2	2	G	
Regeneration and Economy	SRR-008-RE	Housing supply funding	Reduction in funding available impacting housing delivery targets	Limits to HRA borrowing capacity/ Change to HRA Business Plan. Borrowing cost rises making schemes unviable, Lack of Homes England Funding rounds, Poor outcome from RSH inspection rates (RP) landlord service any of the compliance criteria/ Annual HE Investment Partner compliance return not considered	Reduced delivery results in increasing further the backlog of housing need if we do not secure additional affordable housing stock and risk of grant including RRTBRs being returned with punitive interest	Dave Scholes	3	3	3	3	9	2	2	A	
Regeneration and Economy	SRR-009-RE	Housing project delays	Programme slippage puts housing delivery targets at risk	Issues could be wide ranging for example risks relating to meeting planning policies, SSEN grid capacity to 2028/ 2032; and also water and sewage capacity concerns, site specific issues	Either projects are lost from programme or are delayed which adds further cost risk or funding is lost as grant terms not met risk of needing to return Right to Buy	Dave Scholes	3	3	3	3	9	2	2	A	

Regeneration and Economy	SRR-010-RE	Lack of key partner engagement	Lack of engagement from partners to deliver our priorities in Economic Development and City Centre	Third party decision making or capacity issues result in lack of support financially or in kind for key initiatives/projects	Unable to deliver on strategy actions or priorities or fund associated projects/staff or creates unplanned financial	Ted Maxwell	3	3	3	3	9	2	2	A
Regeneration and Economy	SRR-011-RE	Resource pressure from partners or stakeholders	Key Stakeholders or partners' projects and priorities create council resource implications	Third party decision making result in pressure for officer or member support financially or in kind for their	Unable to resource either the partner priority or our own priorities or creates unplanned	Ted Maxwell	3	3	3	3	9	2	2	A
Corporate Property and	SRR-014-CP	Investment into stock and existing properties	Under investment or lack of funding to invest into properties to maintain condition	Budgets not sufficient to match property needs	Properties become poor condition to let, reduction in income and potential non-	Malcolm PEEK	3	4	3	4	12	3	2	A
Corporate Property and	SRR-015-CP	Capital Receipts	Inability to reac capital receipts budget	Market forces, dependant on engagement of 3rd parties.Selling from investment portfolio reduction in income	Reduced capital causes increased borrowing or reduction in capital programme	Emma Gubbins	3	3	3	3	9	2	2	A
Business Improvement	SRR-045-BI	Customer Services	Applications Team KPIs may be unable to be met due to taxi licensing not resourced appropriately	Taxi licensing is not resourced appropriately by the service due to them not agreeing funding	Performance affected and KPIs unable to be achieved	Mark Chandler	1	1	1	1	1	1	1	G
Business Improvement	SRR-046-BI	Customer Services	Customer behaviour in the Westgate library or ladders putting our staff at risk either through physical or mental abuse	Unacceptable behaviour either verbally or physically from customers who visit the Westgate library	Staff are physically or verbally abused	Mark Chandler	3	2	3	2	6	3	2	G
Business Improvement	SRR-047-BI	Customer Services	Wellbeing of staff working from home and being able to access support as and when required	Majority of staff working from home regularly without face to face contact	Staff feeling isolated, struggling mentally and not getting the support they need	Mark Chandler	2	2	2	2	4	2	2	G
Business Improvement	SRR-048-BI	Customer Services	-Staff not following data protection processes resulting in breaches	Staff not following data protection guidelines or having the appropriate up to date training and awareness of procedures	Data protection breaches resulting in unhappy customers	Mark Chandler	3	2	2	2	4	2	2	G
Business Improvement	SRR-049-BI	ICT	Retaining skilled ICT professionals	Uncompetitive salaries in some areas.	Staff leave.	Rocco Labellarte	3	3	3	2	6	3	2	G
Business Improvement	SRR-050-BI	ICT	Addressing ICT staff skills gaps	Single points of failure, in particular with the absence of Business Owners and super-users within the services.	Delays in resolving issues for individuals and services.	Rocco Labellarte	3	3	3	2	6	2	2	G
Business Improvement	SRR-051-BI	ICT	Resources insufficient to meet demands of service	Competing priorities (BAU, Projects, non-ICT issues passed to ICT).	Demand exceeds capacity, and staff work long hours, struggling mentally (as evidenced by the	Rocco Labellarte	3	3	3	3	9	2	2	A
Regeneration and Ecor	SRR-007-RE	Capital Project Delays	Significant delays of capital projects	Unforeseen consequences e.g. planning risks, external factors, competing asks on resources, contractor insolvency or supply chain issues	Reduced performance and missed targets on capital projects which affect overall expenditure, MTFP spend or	Carolyn Ploszynski	2	3	3	3	9	3	3	A