

Ref	Risk Description	Consequence	Owner	Current Probability	Current Impact	Risk Score	Control description	Progress
1	Service: Financial Services - Financial Stability - Pressure on income and increased demand for services means that the Council will not be able to deliver its plans and corporate priorities. The cause is fluctuations in the Council's income and expenditure. Increased costs due to inflation impacting the capital programme. Increased demand, including for temporary accommodation. Pressures on the Oxford Model caused by a more challenging client and inflationary increases incurred by Oxford Direct Services, and a need for OX Place to refresh the business plan for developments once the current plan expires in 2033. These pressures could result in anticipated returns not being delivered. A poorly performing wider economy results in a reduction in income including commercial rents and business rates. Insufficient governance leads to overspends, and a failure to deliver savings.	Reduction in services, including to vulnerable people with complex needs. Difficult decisions must be taken by Members and senior offices about resource allocation. Fees and charges have to increase. The Council is exposed to a higher risk exposure outside of its risk appetite. Staff morale and the reputation of the Council is reduced. Unresolvable pressures ultimately lead to government intervention.	Nigel Kennedy	4	4	16		
1							Business Planning process links resources to priorities	
1							Agree a balance four-year MTFP, with no unidentified savings within	Initial budget planning June 2025
1							Ensure companies are on schedule to deliver returns to Council through quarterly monitoring of business plans and by challenging them to deliver annual efficiencies	Company Business Plans agreed by shareholder. Work on clienting and commissioning, ODS budget changes, risk profile of schemes within the OX place, HRA 5 year business plan will all impact on the returns the Council has from its companies. Monitoring of the BP's is ongoing. Full impact of autumn statement to be understood. National policy changes re waste may impact ODS.
1							Rigorous review of plans with service directors who are required to confirm that savings proposals are realistic and are being delivered over the life of the MTFS	Initial budget planning commenced in June 2025. Papers are going back to CLT and Members by 19/9/25
1							Scrutiny of the revenue budget and the MTFP by the finance team, Directors, the Chief Executive, Executive Members and the Scrutiny Committees financial panel over the life of the MTFS and ensuring savings and increased income are on target	Part of budget setting process and timetable. September 2025
1							Robust scrutiny and monitoring of the capital programme, with the Project Management Office overseeing the management of projects with regular reporting to the Development Board	Part of budget setting process and timetable. September 2025
1							Keep abreast of changes to Business rates reforms and Fair funding	Currently there is a Government consultation on reforms that the council will respond to. The outcome will feed into an updated methodology for allocation of retained business rates to local authorities from April 2026 which will be included in the council's MTFP.
1							Ensure Senior Officers and Members are aware of the financial position and of their responsibility to contribute to a balanced budget	Informal Cabinet set up for October to review budget paperwork.
3	Service: People - Workforce sustainability - Delivery of future ambitions is threatened. The cause is difficulty with the recruitment and retention of staff in keys areas such as Legal, ICT and Environmental Health. Affordability, skills shortage, can't compete on pay, increased demand / ambition from OCC, limitations on capacity and ability to change. The position is exacerbated by increased uncertainty caused by the outcome of Local Government Reorganisation being unknown.	Increased workload putting pressure on capacity, resulting in poor morale, impact on wellbeing, high staff turnover, increased sickness, poorer outcomes and an impact on service delivery, reputation, legal challenge, union disputes, resilience, skills.	Gail Malkin	3	3	9		
3							Delivery of an agreed local pay deal with Unions	A pay deal was agreed. Future agreed pay deals will help mitigate this risk.
3							Development and implementation of a pay and grading review to enhance pay in areas where the Council struggles to recruit and where it needs to improve retention.	Implemented new market allowances on 1 May.
3							Continued implementation of Leadership Development to improve manager capabilities and develop future managers and leaders to support succession planning and retain talent. Timeline = ongoing	Aspiring manager third programme to launch in November 2025. Bitesize manager training programme is ongoing. New career series launched for all staff, not just managers and leaders. Will be considering development for middle managers in 2025/26. Manager induction training is delayed because of high work demands. Group coaching for managers will be delivered in Housing Services. Planned work with senior leaders to clarify roles and expectations and improve strategic leadership.
3							Continue workshops on People policies and procedures for managers	plan in place with programme of dates

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3							Digital skills training programme for all staff	New training opportunities set up and good take up. Sharepoint training delivered. Focus now on Copilot.
3							Continued delivery of occupational health and Employee Assistance Programme provision to support employees and help people back to work, demonstrating our commitment to employee well-being. Timeline = ongoing	Service continues and will be supplemented by interventions to help manage stressful work demands that are currently being developed and will be trialled in Housing.
3							Continued delivery of comprehensive internal communications campaign for the People Programme	completed. this is now business as usual.
3							Continued development of inclusive recruitment practices to improve the diversity of the workforce to better represent the communities we serve, reaching the target of 16.5% of the workforce from minority ethnic groups by 2028.	The Positive Action policy was agreed at Council on 14 July 2025. The Recruitment policy has been updated to support inclusive recruitment practices. The Council has reached the 16.5% target. EDI audit has been completed by Internal Audit team.
3							Development of "Grow our Own" apprenticeships	We will continue to recruit small numbers of apprentices every two years. Now part of agreed talent strategy. Career progression schemes also running in Legal and Planning.
3							Develop succession planning to prepare for gaps created if employee turnover increases and recruitment proves even more challenging because of the uncertainty from LGR. Support employees in preparing for future change and potential selection processes.	Work on succession planning being planned and support for employees to follow in 2026.
6	Service: Law, Governance and Strategy - Failure to comply with governance requirements - Failure to comply with the Council's Constitution and governance requirements as set out in law. Insufficient resources impact on the Council's ability to ensure correct processes are followed. Confusion about roles and responsibilities. Poorly implemented policies. Inexperienced staff lack the knowledge and skills they need. Workplace culture results in insufficient planning taking place leading to time pressures on delivery and corners being cut. Staff workload results in mistakes being made. Pressure of timelines imposed by third parties e.g. grant expenditure deadlines, lead to significantly truncated timelines and competing requirements meaning governance is sometimes overlooked.	A loss of public trust and confidence in the Council's ability to govern effectively. Negative media attention will harm the Council's reputation and image. Elected Members and senior officers face criticism. The Council's ability to deliver services is undermined as important decisions are made incorrectly. Disputes among Members and staff. Exposure to financial mismanagement and loss of grants and funding. Legal challenge and claims and procurement challenges. Decisions being found to be invalid. Delays to projects whilst legal challenges / failure to follow governance processes are concluded and addressed.	Emma Jackman	3	4	12		
6							Clarity about roles and responsibilities for decision making within the constitution	The first constitutional review changes were approved at Council in July 2025 picking up on decision making changes. This will be followed with a detailed review of rules contained within it, such as the finance rules, aiming for prior to the end of the municipal year
6							Correct corporate documentation and guidance in place to ensure that policy is translated to processes; governance around these being there and properly applied	These are in place and available on the intranet however work is also in progress with the procurement team, via the procurement board to produce a flow process chart to assist officers in getting process right for contracts. There is the intention to introduce property rules and grant rules in due course
6							Internal and external audit	Both are engaged, the annual assurance letter goes to the external auditors each year flagging issues and there is senior oversight of the audit plan for internal audit
6							Appropriate level of resources;	There are ongoing issues with the resources in legal department that will be addressed in a forthcoming restructure, however they continue to increase in terms of reduction in capacity and risk with staff leaving due to competitive pay offers at less busy authorities. Committee Services is staffed appropriately at present
6							Training of staff as changes are made, on a refresher basis and as part of an induction	This is waiting on the new HR training system to be procured - hopeful in the current FY - at which point mandatory governance and refresher training will be introduced. Sessions have however been given to CLT and management on governance
6							Ensure culture allows for whistleblowing / challenge and that an up to date policy and process are in place for the management of whistleblowing and challenge	Requirement to review the policy
6							Clarity and oversight of companies and specifically ensuring decisions are taken correctly, in a timely manner and by the correct decision making body	This is in progress - terms of reference for SHJVG have been updated, scrutiny has been reviewed and revitalised. The new Shareholder agreement and articles are approved by the SHJVG and will be finalised and adopted shortly. The work will then need to be undertaken with OCHL but this is difficult whilst they have no company secretary, so work is underway with the MD to support them in addressing this.
6							Ability to disseminate lessons learnt	They are fed back to CLT, reported to Cabinet and Scrutiny have been considering a number of governance issues that have arisen
6							Ensure that systems are in place to monitor and control compliance and updates	This is manually done via legal input in to reports and clearance with them for agendas. There are reps at boards also. This will need a more detailed review once all rules have been refreshed
6							Establish a corporate approach to project management that ensures governance requirements and timelines are factored in and understood from the outset	There needs to be some corporate consideration of this

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9	Service: Chief Executive - Political and Partnership landscape - local and national - There is uncertainty about the future political landscape at both a national, regional and local level as Local Government Reorganisation and Devolution are progressed. The cause is the new Government devolution agenda, the universal requirement to create Mayoral Strategic Authorities and for the introduction of unitary councils that may lead to increased uncertainty, significant additional work to shape new governance, a challenge to partnership and relationship management, dilution of budgetary control, and the assumption of significant new service responsibilities	The potential loss of focus on city-level inclusive growth and community identity, distraction from BAU work, increased budgetary risk, and negative impact on partnership working.	Caroline Green	4	3	12		
9							Agreed approach using CEX and Oxfordshire Leaders Meeting for LGR - and the equivalent bodies for wider group of councils considering devolution - as main governance bodies for raising and seeking resolution to issues that arise	So far all six Oxfordshire Councils have agreed to continue to work collaboratively through sharing data to enable parallel LGR proposals to be created. At the regional level Berkshire, Oxfordshire and Swindon Councils also continue to cooperate on the development of Devolution proposals
9							Use partnerships, stakeholder networks and relationships with Government to build a compelling case for a Greater Oxford Unitary Council, and unitaries to its north and south, each of which would also have a place on a Thames Valley MSA board.	Multiple workstreams moving forward to build final 3 Unitary Authority proposal. Large stakeholder engagement programme ongoing, involving Oxfordshire and Berkshire MPs, PCC, universities and others. The Cathedral cities group is working collaboratively to share LGR knowledge among Oxford, Cambridge, Exeter, Norwich and other similar cities. Case for Cities lobbying event in Parliament on the 9th September, and at the Labour Party Conference on 28th September.
9							Agree protocol on approach to public engagement on LGR and Devolution with other councils to ensue the Gunning Principles are upheld.	Protocol in place and used by all councils to guide public engagement approach
9							Ensure staff engagement on LGR as required by Statutory Invitation	Briefings provided to all staff. Live briefings offered to all staff and delivered to managers and c100 staff. August Let's Talk had c100 attendees. Joint ODS/Council focus groups conducted.
9							Flexible and robust constitution; processes to facilitate decision making	This will be dealt with as the requirement to formally consult arises
9							Use cross party working groups for major decisions	Arranged for workstreams and will continue as needed, including use of Group Leaders
11	Service: Communities & Citizen Services - Increased demand on services - There is increased demand for services provided by the Council, particularly Customer Services, Council Tax and Benefits. Several factors are driving the growing demand for City Council services, including the persistent high cost of living, high costs of accommodation reducing disposable income and driving debt. This is compounded by rising health inequalities, an ageing population, significant deprivation in certain areas of the city, and the increasing complexity of the challenges residents face. These issues are further exacerbated when the Council fails to fully leverage technology, when residents are unable to access digital services due to digital poverty, and when partner organizations reduce or eliminate preventative services.	The increasing pressure on services and staff, can lead to lower staff morale and a failure to meet statutory obligations. As a result, the Council's reputation may suffer as customer expectations go unmet, and relationships with delivery partners may become strained. Delivering services within budgets and achieving savings targets will become more challenging.	Helen Bishop	3	3	9		
11							Launch of phase 1 of OCC new website. This has already complete been done	
11							Launch phase 2 of OCC website	Phase 2 work ongoing - with the review and update of Revs & Bens and Recycling services completed, to ensure documents are fully accessible, as well information being accurate and clear.

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11							Ensure strong understanding of factors driving demand through the BIU	Locality plans updated using local insight to ensure need properly understood. This is being used to ensure locality action plans are focused on the right actions.
11							Corporate business planning process to ensure prioritisation within service areas	Corporate Business Plan 2024/25 tracking to April Cabinet. Service Planning under way across all service areas.
11							Increase services available online followed by digital comms campaign: Revenues and benefits forms	Promotion of the web functionality was made in Annual Billing. Further website support is now being designed by civica. This has resulted in a demonstrable upturn in web enquiries especially for Council Tax. Housing portal has also been launched and take up is gradually increasing.
11							Ensure contact centre maximises use of technology	Robotic process automation for general register housing applications. Improvements in train for HMO applications and Bulky Waste service requests. Customer intent and data capture exercise for calls coming into contact centre also scheduled.
11							Embed behavioural insight work into Change Team procedures, train change agents and raise awareness with organisation	
11							Community Services Review	Develop and launch new rent policy for tenants. Going to July 2025 Cabinet. Implement new room booking software. Review fees and charges for each centre being investigated. Reviewing management options
11							Review criteria for grant funding	Report agreed at Cabinet in February. Increased communications to ensure greater awareness and support for community groups to make applications.
11							Deployment of digital skills training programmes in community	Activate learning course developed and deployed in Blackbird Leys. Digital café in Westgate Library
11							Work with partners and agencies to deploy collaborative solutions	Youth Hub in Leys Leisure Centre scheduled to go live in July. Already working with community groups delivery collaborative youth activities. Working with ICB to find co-location opportunities.
11							Corporate organisational structure redesign	
97	Service: Community Safety - Flood - The Council's ability to respond to a significant flooding event would be jeopardised if there was an inadequate response due to inexperience of leaders, or dependence on individuals who become unavailable, and are a single point of failure. Budgets could mean that there are insufficient resources of people and materials to deal with the needs of the affected people, including preparing for the event before it happens. Communication failures within the Council and between partner organisations lead to inadequate coordination in the response.	If the Council does not effectively manage the risk of flood there will be disruption to the life of residents, damage to homes, damage to business premises and they will lose trade and profitability and a failure to comply with our Category 1 responder duties set out in the Civil Contingencies Act 2004. Vulnerable people will be affected, strain will be placed on emergency services and Council services, with greater demands on staff, the reputation of the city as a great place to visit will suffer. Political difficulties arising out of disagreements about accountability for the response including budget and use of resources.	Tom Hook	4	3	12		
97							Flood Protocol setting out the roles of internal teams and the connections with multi-agency responses.	Flood Protocol updated.
97							Internal Incident Management Framework in place that governs internal decision making and communications.	CLT and Service Directors trained in the Council's Incident Management Framework
97							TVLRF Emergency Response Arrangements are in place.	CLT and Service Directors training in Thames Valley Local Resilience Forum (TVLRF) emergency response arrangements relevant for their role: SCG and TCG.
97							Out of hours Teams site.	Out of hours Teams site training has been provided.



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97							Community resilience plans.	Community Resilience Plans in place for Osney Island and Duke/Earl Street areas. Developed by the community in partnership with the Council, the plans contain how the community will support themselves and liaise with statutory partners before and during an event. Flood warden training run by the County Council will be offered to these communities.
97							Oxford Flood Alleviation Scheme provides bunds and a flood plain channel to direct fluvial flood waters away from residential areas.	In May 2025 the Secretary of State confirmed the schemes Compulsory Purchase Order. Construction is due to start late in 2026 and completion will take 5 years
98	Service: Community Safety - Adverse weather, terrorism and utility outage - The Council's ability to respond to a significant emergency event would be jeopardised if there was an inadequate response due to inexperience of leaders, or dependence on individuals who become unavailable, and are a single point of failure. Budgets could mean that there are insufficient resources of people and materials to deal with the needs of the affected people, including preparing for the event before it happens. Communication failures within the Council and between partner organisations lead to inadequate coordination in the response.	If the Council does not effectively manage an emergency response there will be disruption to the life of residents, damage to homes, damage to business premises and they will lose trade and profitability, and a failure to comply with our Category 1 responder duties set out in the Civil Contingencies Act 2004. Vulnerable people will be affected, strain will be placed on emergency services and Council services, with greater demands on staff, the reputation of the city as a great place to visit will suffer. Political difficulties arising out of disagreements about accountability for the response including budget and use of resources.	Tom Hook	4	3	12		
98							Plans in place for adverse weather, utility outage and Publicly Accessible Places, setting out the roles of internal teams and the connections with multi-agency responses.	Publicly Accessible Locations Plan (PALP) revision drafted. Reconfigured to focus on the national strategy of People, Places and Sectors. Weighted towards Prevention activities as response will be led by the emergency services. Terrorism (Protection of Premises) Act 2025 requires the Council and other partners to undertake standard and enhanced security measures in Publicly Accessible Locations. For the Council these are the Town Hall and community centre. Hostile Vehicle Mitigation progress with the County Council, lead officer identified. Conversations will be taking place with the universities and other relevant partners with a role in protecting streets and public spaces. Utility Outage Countywide plan in place - Oxford will revert to this plan with it's own Action Card. Adverse Weather Plan completed.
98							Internal Incident Management Framework in place that governs internal decision making and communications.	CLT and Service Directors trained in the Council's Incident Management Framework
98							Thames Valley Local Resilience Forum Emergency Response Arrangements are in place.	CLT and Service Directors training in Thames Valley Local Resilience Forum (TVLRF) Emergency Response Arrangements relevant for their role: Strategic Coordination Group (SCG) and Tactical Coordination Group (TCG).
98							Out of hours Teams site.	Out of hours Teams site training has been provided.
99	Service: Economy, Regeneration and Sustainability - A utilities infrastructure that does not meet the needs of the city - Without further investment and partnership working the city's utility infrastructure will come under increasing strain and have an adverse impact on the wellbeing of citizens and the prosperity of the city. The city's utility infrastructure is struggling because the city's population has been growing, with a corresponding rise in demand for housing and new commercial developments, whilst at the same time there has been historic under investment meaning that aging systems are not designed for today's demand. Lack of capacity of both energy and sewage treatment supply have been identified by developers as risks to growth in both the short and long term.	- A lack of utilities infrastructure can lead to restrictive conditions on planning preventing occupation of residential and commercial properties which will put development at risk, as has been seen with the recent concerns around the capacity of the sewage treatment works. A lack of energy supply may mean that new developments do not receive the level of supply needed to enable occupation. New housing and commercial developments may not receive planning permission or become stalled or be scaled back. Businesses may be unable to expand and take on new premises resulting in lost employment opportunities and reduced profitability. The green agenda may be harmed as new infrastructure can not be connected. Old sewage systems may not be able to cope with high rainfall events resulting in more flooding. Under pressure aging systems may fail leading to complaints and a reduction in the perception that Oxford is a great place to live and work.	Clive Tritton	4	4	16		
99							There is a challenge because mitigation is out of the Council's control. However, recent action on the sewage treatment works has shown that the council can reduce the likelihood and impact by bringing pressure to bear, and it needs to continue to do this. Minimum 6 monthly discussions with appropriate utilities providers to understand future modelling and to ensure utilities providers understand the impact of a failure to deliver capacity.	"On energy - Working with the Distribution Network Organisation, SSEN, to profile future growth. Also, not active with the new National Energy Systems Operator (NESO) to help them profile both future growth and strategic sites held up by lack of capacity. We will be engaging key developers in the city to get their input into this process. Submissions to both the DNO and NESO due at the end of July 2025.  On waste water - Have established quarterly meetings with all the Oxon LPAs within the Oxford Sewage Treatment Work catchment area for Thames Water and the EA to feed back on progress on planned capacity improvement works. Also a quarterly developer meeting to do the same. the EA and OFWAT are the regulator responsible for ensuring this work and they will report back at these meeting. The EA has confirmed that the Oxford Sewage Treatment Work is one of 20 projects receiving regular oversight at ministerial level.

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99							Direct access to Government through the Oxford Growth Commission	The Oxford Growth Commission has this as a priority and will be engaging on this issue
100	Service: ICT - Cyber security and IT infrastructure resilience - Failure to prevent and respond to cyber attacks and ensure IT infrastructure is fit for purpose and adaptable to future needs. This could be caused by human error, deliberate targeting, because the Council is a high profile organisation with financial information. Exposure through third party partners. Inability to invest in security improvements. Lack of skilled staff and recruitment challenges. Inadequate funding and prioritisation of IT infrastructure. Complexity of infrastructure and connectivity issues. Readiness and capacity for change.	Inability to provide key public services. Financial losses, fines and reputational damage. Staff wellbeing and morale impacted. Reduced productivity and operational inefficiencies. Increased IT inequality, limited service accessibility. Failure to deliver savings and modernisation.	Rocco Labellarte	4	4	16		
100							Prioritising the Town Hall server room fix to provide infrastructure upgrades	Being progressed as part of the wider Town Hall project.
100							Enhancing cyber security monitoring to adapt to evolving threats	Upgrades funded in the budget and implemented.
100							Security upgrades as a result of the cyber incident in June 2025.	Various immediate improvements actioned in the response to events.
100							Cyber security training for all staff	New training offer has been rolled out and is mandatory for all staff. Periodic test emails are used to check the awareness of staff to the threat of phishing attacks.
100							Full security review being undertaken by independent experts in July 2025.	Report due September 2025.
100							Lessons learnt report after Cyber Incident in June 2025	Report due September 2025.
100							Building redundancy in infrastructure and network teams to reduce single points of failure	Ongoing.
100							Focusing IT efforts on core resilience measures.	Further work remains to do in the response to events and following the report due in September 2025.
100							Reviewing and reinforcing cloud security controls before full migration	Ongoing as part of migration programme from the SCC Data Centre to cloud-hosted services for ICT business applications.
102	Service: Economy, Regeneration and Sustainability - Carbon emissions fail to meet the required targets. Addressing the causes and impacts of climate change - If the Council does not prioritise addressing the drivers of climate change and reducing its effects, both residents and the environment will suffer detrimental harm.This is caused by limited funding that is insufficient to invest in infrastructure, resources and technology. Conflicting priorities divert resources and slow delivery. Changes in government policy can create uncertainty. Staff skills gap to manage projects and work with partners.	- Carbon emissions fail to meet the required targets. Detrimental impact on biodiversity. An escalation in heat, flooding and storms. Resulting in increasing damage to infrastructure, homes and business. Increased energy costs. Increased deaths and reduced health and wellbeing for the population. These consequences have a financial impact and damage the reputation of the Council.	Clive Tritton	5	3	15		
102							Retention of Zero Carbon Oxford as a Corporate Priority & inclusion of annual actions in the Business Plan, that target and support delivery of the 2030 (Council) and 2040 (City) Net Zero targets. Retention of £132,000 annual green gas payment and Net Zero Transition Fund reserve to support fund decarbonisation work.	Good progress is being made. A paper laying out actions for the Council to take forward is due to be received by CLT in September 2025.
102							Council has set a 2030 Net Zero target.	Draft paper recommends renewed focus on buildings and fleet decarbonisation. Creation of working groups with ODS and Property to produce programme and fully costed plans for delivery, to enable Council to make decisions on level of support and resourcing to achieve targets. Council Net Zero Tracker (created in 2019) needs to be updated to align with these outputs.
102							Finance - use of revolving loans and ES reserves (including annual contribution of £132k to Net Zero Transition Fund) - to provide funding for feasibility and focused projects that support council Net Zero targets	Plan for use of reserves and funds established for 25/26 as per Tina Mould

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102							Programme of Carbon Literacy across the Council to increase awareness	First target numbers achieved. Feedback recommends - course needs to be shortened, updated and relevancy improved to support engagement.
102							Energy efficiency target for Social Housing (95% EPC-C by 2030) is on target to be achieved.	A programme is in place to assess all below EPC-C properties, following these surveys a full programme will be developed using the existing agreed MTFP funding. Depending on measures needed to meet EPC C the 2030 target of EPC C in 95% of Council Owned HRA properties should be achievable.
102							City has a 2040 NZ target	The Council continues to host and support the Zero Carbon Oxfordshire Partnership. Which delivers joint projects that support 2040 target. Risk of achieving 2040 target needs to be reviewed in 25/26.
102							District Heat Network project being led by Oxford City Council - if viable will deliver 5% CO2 reduction by 2030. Buildings emissions are the highest and most difficult sector to decarbonise in Oxford.	Decision due July 2026. Connection due 2030
102							Council has an Electric Vehicle Strategy and Implementation Plan .	Behind. 300 chargers due to be installed across Oxford in the next 2 years. Installation is behind, due to LEVI programme delays, needs to be continued at pace and be maintained after initial funds.
102							Protect manage and enhance Oxford's urban forest	The strategy emphasizes the importance of maintaining, improving and increasing tree canopy cover which will become increasingly important for climate adaption to mitigate flood and heatwaves. The Council does not currently have tree canopy cover targets but subject to the approval process wishes to bring them in.
104	Service: Chief Executive - The workforce and public are healthy and safe - If the Council fails to effectively manage health and safety, both employees and the public could be at risk of harm, leading to injury, illness, death financial loss and regulatory intervention. This can be caused by insufficient resources and funding, limited investment in equipment, technology and systems. Weak enforcement of policies. Lack of regular and comprehensive training leads to a lack of knowledge and skills. Turnover of staff impacts continuity. Employees and managers may not be fully aware of their responsibilities. A workplace culture where there are not shared values and behaviors, and where health and safety is not embedded, with safety being part of every decision and task.	Injury, ill health or death of employees or members of the public. Increased sickness absence of staff . Interrupted service delivery including to vulnerable people. Criminal prosecution of the Council and/or staff by enforcement bodies such as the HSE and the Police. Sanctions including fines, imprisonment and disqualification from office. Responding appropriately to Investigations will take considerable time and resources. Increased budgetary pressures from liability claims and premiums. Increased costs from fines, legal costs and damage to equipment and premises. Media scrutiny and reputational damage.	Caroline Green	3	4	12		
104							Ensuring governance is in place to monitor health and safety performance	<p>The Health and Safety Compliance Board meets quarterly during CLT. The Health and Safety Manager attends. The meeting is chaired by the Chief Executive.</p> <p>The People Safety Board meets quarterly and reports to the Health, Safety and Compliance Board within CLT. Each Quarter the People Health and Safety Board send collated information from all the service areas. The board reviews health and safety performance; health and Safety risks within service areas; it monitors audits, and discusses changes to legislation. Any concerns raised will be escalated to the Health, Safety and Compliance Board at CLT when required.</p> <p>The Property Health, Safety Compliance Board provides assurance that risks related to property health, safety and compliance are effectively managed. The Board meets each quarter and is attended by Director of Development (Chair), Head of Property Services, and the Building Safety and Compliance Manager. A summary report including the decisions and actions from the Property Board will be sent to the Health, Safety and Compliance Board at CLT for oversight. The Board will establish and maintain standards of Property health, safety and compliance in the council that aligns with legal requirements and in accordance with the Health and Safety Policy and Standards.</p>
104							Ensuring compliance with regulatory requirements	Monitor accident and incident report and review accident investigations. Reporting any accidents, dangerous occurrences or disease that are required to be notified to the Health and Safety Executive under the Reporting of Injuries Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR). Corporate Guidance and Standards are published on the Intranet. Monitoring risk assessments completed for each service area. Monitoring eLearning training for each service area. Personal Safety Audits completed for Communities & Citizens and Housing.
104							Proper governance of compliance with health and safety policy	People Board and CLT Board is the method of governance.
104							Promoting a health and safety culture, through training, learning lessons and facilitating whistleblowing	Monitoring health and safety training and development. Providing technical/legal advice and information. Health and Safety staff attending Teams meetings as requested to support Managers.Meeting and working with Managers
104							Collaborating with the enforcing authorities. Liaising closely with the HSE and other relevant enforcing authorities, such as the Police and Fire and Rescue Authority, and cooperating with their inspections and investigations	As required. The proactive role for meetings with outside bodies is within the remit of the Safety Advisory Group.

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105	Service: Housing - A failure to deliver housing priorities and business plans - If the council, as the local housing authority, fails to deliver its housing prevention priorities for homelessness and fails to deliver its HRA business plan and Asset Strategy priorities, then its ability to rebalance HRA financial pressures will be reduced. Service delivery failure, the cost of living crisis and other external factors (most outside of the Council's control), mean homeless prevention activities become unable to meet a sustained increase in homelessness in Oxford and HRA business/asset management activities cost more than forecast.	Reputational Impact - If the Council fails to meet its homelessness duties and landlord obligations, it could result in severely impacting its preparedness for Social Housing Regulator inspection. Financial Impact - The Council is unable to effectively manage Temporary Accommodation demand and supply in the General Fund and its ability to secure value for money for the HRA. Legal Impact - The Council's inability to fulfil its duty to develop and set out its housing homelessness prevention strategy and HRA business plan priorities. Overall Impact: This risk, if realised, would be a systemic risk to the Council's statutory obligations and would lead to negative financial implications	Nerys Parry	3	4	12		
105							A suite of Housing strategies approved by Cabinet in 2024 are in place. These clearly outline the priorities for effectively arresting the increasing homelessness pressures and for effectively managing financial pressures falling on to the council's Housing Revenue Account. Governance and regular monitoring is in place via lead member, cabinet and CLT	Control in place and work is on-going in embedding actions from the strategies.
106	Service: Housing - A failure to deliver Temporary Accommodation strategies to meet demand/increases in homelessness - The Council does not/cannot effectively meet or implement the mitigation priorities for controlling temporary accommodation costs, nor the contingency measures required to address the growing demand for homelessness prevention. Additionally, it falls short in ensuring the adequate supply of housing through the private rented sector and the Council's housing development programme. The cause is service demand and supply failure - the cost of living crisis and other external factors (most outside of the Council's control e.g. changes in Government Policy, increased interest rates, a higher demand for housing etc) mean homeless prevention activities are unable to stop enough households from becoming homeless and requiring temporary accommodation. OCC is unable to move on enough homeless households from Temporary Accommodation to suitable housing, due to not enough new or existing social housing becoming available and a shortage of affordable private rented sector homes.	Reputational Impact - Council fails to meet its homelessness housing duties due to its inability to secure sufficient PRS supply and delayed delivery of its housing supply targets. Financial Impact - 1) Increasing financial pressures on General Fund due to increasing placements in temporary accommodation and costs. 2) Government changes to metrics and formula within the Homelessness Prevention Grant are expected later in the year. This could impact OCC's allocation going forward Legal Impact - Council's inability to fulfil its legal requirement to ensure accommodation offered to discharge its housing duties is affordable and suitable, and as a result, may see an increase in reviews, legal action being taken against the council. Overall Impact - Is limited due to the internal control measures that have been adopted. However, an increase in homelessness due to economic or legislative changes could put this service under strain and lead to a heightened risk level than is currently envisaged under the current regulatory and economic circumstances	Nerys Parry	3	5	15		
106							A set of homelessness priorities were agreed by Cabinet in early 2024. This included a range of enhanced support, acquisition of Private Sector Leasing, access to PRS and housing supply and development targets. Together these mitigating measures are supporting the efforts to arrest demand and Temporary Accommodation costs. Further mitigations agreed in May 25 - including up to 200 new Temporary Accommodation units, revised to face to face offer and reforms to the access panel for single homeless.	Control in place and work is on-going in embedding the range of Temporary Accommodation mitigation actions. The revised Year 3 Actions in the Housing, Homeless and Rough Sleeping will support work in this area Corporately.



Ref	Risk Description	Consequence	Owner	Current Probability	Current Impact	Risk Score	Control description	Progress
107	Service: Housing - Failure to meet Social Housing (Regulation) Act customer/consumer standards - The Council, in its role as a landlord, fails to fully meet the Social Housing (Regulation) Act customer standards, particularly the Safety and Quality Consumer standard. A failure could lead to a major incident jeopardising tenant safety, resulting in sanctions, regulatory intervention, and significant reputational damage. Regulatory compliance failure OCC activities and processes fail to comply with consumer standards within the Social Housing (Regulation) Act.	Reputational Impact - The Social Housing (Regulation) Act has been provided with greater powers to "name and shame" underperforming local housing authorities as well as through its new inspection regime it will have the authority to issue unlimited fines to landlords. Financial Impact - Increasing financial pressures on the HRA as a result of its inability to secure value for money through the commissioning of works and services. Legal Impact - Council's inability to fulfil its landlord housing duties - in particular those relating to tenant safety, providing tenants with a platform to raise concerns and fails to maintain properties to the required decent home standard. Overall Impact: This risk would have a knock on impact on the efficacy of the HRA budget with impacts on the reliability and standard of services to tenants	Nerys Parry	4	4	16		
107							Following the approval of a suite of housing strategies at Cabinet, Housing Board is set up to ensure that work is underway and delivered including a 5 year asset programme which will cement a more structured approach to planning maintenance and a reset of the tenant voice approach to embed tenants' voice in the shaping and delivery of services.	Control in place and work is underway to embed actions from the strategies. Additional work is underway to certain elements of the consumer standards.

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