



High Scoring Organisational Risks - Mitigation Actions

Appendix 2


Growth and Place Directorate - Jane Hotchkiss

Status	Risk No.	Risks Area	SLT Lead	Original Score	Previous Review Score	Current Score	Target Score	Target Date	Internal Controls
	CRR 58	Place Division - Car Parking Service - Reduced Income - Deviation from budget	Place Division - Tania Murphy	12	6	6	4	31-Mar-2025	


Parking income was impacted significantly by the Covid-19 pandemic. There was significant deviation from budget, however the position relating to income has improved and therefore the risk rating has been amended to reflect this. Several projects are underway to assist with improving footfall and parking income continues to be monitored on a monthly basis.

Status	Risk No.	Risks Area	SLT Lead	Original Score	Previous Review Score	Current Score	Target Score	Target Date	Internal Controls
	CRR 61	Growth & Property - Estates - Rent arrears	Property and Growth Division - Victoria McKay	9	6	6	4	31-Mar-2025	

The impact and the likelihood of rent arrears remains unchanged, with the level of arrears staying generally unchanged. The impact of Covid-19 and the related legislation around collection of 'covid related' arrears may mean an increase in such arrears over the forthcoming months, requiring close focus on managing this area. The Corporate Debt Policy will assist in providing clear channels of communication and actions to help manage this risk.


Status	Risk No.	Risks Area	SLT Lead	Original Score	Previous Review Score	Current Score	Target Score	Target Date	Internal Controls
	CRR 62	Growth & Property - Estates - Increased rental voids	Property and Growth Division - Victoria McKay	9	6	6	4	31-Mar-2025	

The continued higher risk to both impact and likelihood remains due to ongoing uncertainties and changes in the markets as a result of the current wider economic climate. Whilst the industrial sector appears resilient to date, the office and retail sectors remain uncertain, although are both remain stable at present


Status	Risk No.	Risks Area	SLT Lead	Original Score	Previous Review Score	Current Score	Target Score	Target Date	Internal Controls
	CRR 157	Growth & Property Division - Inability to Retain or Recruit Key Professional Staff	Property and Growth Division - Victoria McKay	3	6	6	2	31-Mar-2025	

The recruitment market for professional staff remains competitive, which has impacted on the ability to recruit professionally qualified staff in recent years. There are currently no vacant posts in these areas but the risk remains fairly high to reflect ongoing difficulties in recruitment should further vacancies arise.


Housing and Communities Directorate - Louise Rudziak

Status	Risk No.	Risks Area	SLT Lead	Original Score	Previous Review Score	Current Score	Target Score	Target Date	Internal Controls
	CRR 74	Community - Loss of S106 funding for the community	Communities and Customer Services Division - Pam Bushby	4	6	6	4	31-Mar-2025	

No change


Status	Risk No.	Risks Area	SLT Lead	Original Score	Previous Review Score	Current Score	Target Score	Target Date	Internal Controls
	CRR 112	Community - Increased risk of community tensions due to the wider events in the UK & abroad	Communities and Customer Services Division - Pam Bushby	8	6	6	4	31-Mar-2025	

Situation in Gaza has resulted in a slight increase of hate crime.


Status	Risk No.	Risks Area	SLT Lead	Original Score	Previous Review Score	Current Score	Target Score	Target Date	Internal Controls
	CRR 195	Housing - Temporary Accommodation Demand Exceeds Supply, So Costs Not Reducing	Housing, Revenues and Benefits Division - Kerry Standing	6	6	6	4	31-Mar-2025	

Costs are increasing and officers are exploring a range of options to increase the Council's supply of Temporary Accommodation


Planning and Environment Directorate - Andrew Frost

Status	Risk No.	Risks Area	SLT Lead	Original Score	Previous Review Score	Current Score	Target Score	Target Date	Internal Controls
	CRR 18	Planning - Lack of staff resources to meet caseload	Development Management Division - Fjola Stevens	6	6	4	1	31-Mar-2025	


The number of vacant posts has reduced, and the number of applications and appeals has reduced, minimizing the pressures on resources so the risk has reduced slightly

Status	Risk No.	Risks Area	SLT Lead	Original Score	Previous Review Score	Current Score	Target Score	Target Date	Internal Controls
	CRR 19	Planning - Unforeseen large/strategic scale applications, and large scale appeals unable to be absorbed into workloads of existing staff	Development Management Division - Fjola Stevens	6	8	6	4	31-Mar-2025	

There is a part time vacancy in the majors team, however with the use of external consultants for PPA work and funding from the Planning Skills Delivery Fund the risk has reduced.

Status	Risk No.	Risks Area	SLT Lead	Original Score	Previous Review Score	Current Score	Target Score	Target Date	Internal Controls
	CRR 115	Planning - Risk of "Designation" by central Government	Development Management Division - Fjola Stevens; Planning Policy Division - Tony Whitty	6	12	12	3	31-Mar-2025	

Appeals for major development have continued to be permitted which together with a fall in the number of major applications being submitted to the Council means that the risk that the Council is designated (special measures) by Government has increased.

Status	Risk No.	Risks Area	SLT Lead	Original Score	Previous Review Score	Current Score	Target Score	Target Date	Internal Controls
	CRR 118	Planning - Failure to be able to demonstrate 5 year housing supply	Planning Policy Division - Tony Whitty	4	8	8	2	31-Mar-2025	

The government has introduced a temporary measure for 2 years that allows LPAs to only have to demonstrate a 4 year housing land supply, against a requirement for Five. As the council is beyond regulation 18 consultation on its local plan, it meets the requirements within paragraph 226 of the NPPF, therefore it is necessary to demonstrate only 4 years' worth of housing supply (The council is able to demonstrate at least 4.19 years of housing land supply as of 1 April 2023). Given this a rolling measure and a temporary target it is essential that the council continue to maintain a supply of housing in the absence of delivery through an up to date plan, therefore the Interim Position Statement for Housing Development remains relevant in the determination of applications for housing development. This helps manage the impact which, with it in place is moderate.