

Children and Families Risk Register

Corporate Risk Register?	Opened	Type of Risk: F-Financial, R-Reputational, E-Environmental, H-Public Health, HS-Health & Safety, L-Legal, Fr-Fraud	Risk Description	Risk Score	Existing Controls in Place	Residual Risk Score	Risk Owner (Title)
	01/04/2017	F,R,HS, L	ICT Systems IF/AS: The technology ICT systems/ platforms are not appropriate or used to their full effect THEN: We fail to manage our services effectively and this can lead to poor practice and inefficient use of staff time	20	MOSAIC overseen by joint chaired adults and children Ads. Education System Group now in place, Education systems have been reviewed and project management in place and a new system has been purchased to support the work on NEETS and is currently in the early stages of implementation	12	MOSAIC - AD Safeguarding and family support AD Education Development and Skills
	01/04/2017	F, R	School Assets IF/AS: Insufficient condition oversight of school assets is not in place THEN: There may be an increase in costs due to unplanned significant spend	25	Education assets condition surveys to be completed and school capital investment strategy in place. Schemes to be developed.	9	Director for children and families

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Yes	01/04/2017	F, R	Budget and Savings Plans - Children & Families IF/AS: The demand for placements for looked after children and care leavers exceeds that planned for when the budget was set THEN: the spend will be greater than the budget within children and families IF/AS: The savings plans across the directorate are not delivered with support from council services THEN: Resources and the MTFS across the council may be at risk	20	Budget is reviewed monthly DLT/SMT/Management Board and then informing Cabinet. Alternatives to care panel in place on a weekly basis to review cases that may be considered to be moving towards becoming looked after, chaired by the AD safeguarding and family support. Corporate contingency in place as part of 2019/2020 to cover any spend over planned budget	16	Director for children and families
	01/04/2017	R,F	Ofsted Readiness IF/AS: Preparations are not made for Ofsted focused visit or Joint Targetted Area Inspection THEN: Service areas and leadership may be judged poorly and positive outcomes for children not reflected in Ofsted judgements. This could lead to reputational damage, requirements for improvements including significant budget implications for the council and partners	15	Safeguarding and Family Support Improvement plans are in place. CEX briefings take place on a monthly basis. Cabinet received briefings on framework and current position of service. Children and Families Scrutiny in place to scrutinise the progress against the action plans and self evaluation.	12	AD Safeguarding and family support

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Yes	18/10/2017	R, F, L	Staffing / Workforce IF/AS: We are unable to recruit and maintain a stable, experienced social care workforce THEN: Caseloads for social workers will be higher than wanted and may affect the quality of casework for children	25	A recruitment and retention plan has been implemented and specific actions take to reduce turnover and improve the attractiveness of our offer to experienced staff. We have commissioned an agency to undertake a search process under the 'urgent to rural' banner. We are actively engaging with regional colleagues to influence wider work and to reduce reward package escalation. We have engaged a number of agency workers as a result of regional collaboration which has provided additional capacity. Grow our own activity has been agreed and has been progressed during 2019-20	20	Director for children and families
Yes	25/10/2017	R,F,L	Safeguarding work to support the service during police investigation. IF/AS: There is a lack of capacity in management THEN: There may be disruptions in casework, unsettled staff and service users	16	Interim senior management was put in place to provide additional capacity during the investigation which has now concluded. Staff communicated with and support was put in place. Outcome of police investigation still to be concluded. Risks to current service delivery assessed to be low.	8	Director for children and families

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Yes	01/12/2016	F, R, L	Human Rights claims IF/AS a result of high court decisions regarding children's social care cases THEN: Herefordshire council may face Human Rights claims	16	Case review work has been undertaken by children's social care and by legal services and submitted to court. Legal services have reviewed current cases to assess for potential human rights claims Communications briefed on response from council, including training, audit of any cases with similar presenting features and action to address any recommendations from the judgement; communications to cabinet, children's scrutiny and all members; communication to chair of HSCB and also to regional lead for safeguarding with Ofsted	16	Director for children and families
	17/07/2018	F, R, L	Whitecross PFI IF/AS: There is an increase in the roll at Whitecross school THEN: The PFI provider may impose a financial charge as 'soft service' charges	16	There is no payment mechanism based on pupil numbers and any extra building work would be extremely expensive with any expansion being resisted on VFM grounds	16	AD Education, Development and Skills