

Risk Reference	Risk Description	Opened	Risk score before controls	Existing Controls in Place	Risk score after controls	Change since last reported	Risk Owner	Reporting Level
CWB.006 EAC.001	<b>ICT Systems</b> IF: the technology ICT systems/ platforms are not appropriate or used to their full effect <b>THEN:</b> we fail to manage our services effectively and this can lead to poor practice and inefficient use of staff time	Apr-17	20	MOSAIC overseen by joint chaired adults and children ADS. Education System Group now in place. MOSAIC developments part of the safeguarding improvement plan for the directorate. Ensure Education systems are able to maintain robust data.	16	◀▶	MOSAIC - AD Safeguarding and family support E&C tactical systems interim assistant director	Directorate
CWB.007 EAC.002	<b>School Assets</b> IF: insufficient condition oversight of school assets is not in place <b>THEN:</b> there may be an increase in costs due to unplanned significant spend.	Apr-17	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	Directorate
CWB.010	<b>Savings Plans</b> IF: the savings plans across the directorate are not delivered with support from council services <b>THEN:</b> resources and the MTFS across the council may be at risk.	Apr-17	20	Work is taking place across the directorate to deliver savings and this is being regularly reviewed by DLT/SMT/Management Board/Cabinet. Budget for 2018/19 adjusted to make further provision for placement costs.	16	◀▶	Director for children and families	Directorate
CWB.020	<b>Ofsted Preparations</b> IF: preparations are not made for Ofsted focused visit of safeguarding <b>THEN:</b> 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.	Apr-17	15	Safeguarding improvement plan 2017/18 acted on. Peer Review processes provided external view. Ofsted engaged in audit training. CEX briefings taking place. Cabinet received briefings on emerging framework and current position of service. CWB Scrutiny in place. Ofsted ILACS inspection undertaken in June 2018 and provided an external view on Herefordshire practice overall and provided areas for focus on improvement including reducing caseloads, enabling managers to have more support, setting out a clear approach to support children with child in need plans, increasing the breadth and effectiveness of early help and improving performance management systems to enable staff to manage effectively.	10	◀▶	AD Safeguarding and family support	Directorate
CWB.021	<b>Staffing / Workforce</b> IF: we are unable to recruit and maintain a stable, experienced social care workforce <b>THEN:</b> caseloads for social workers will be higher than wanted and may affect the quality of casework for children.	Oct-17	20	OD Business Partner in place since Sept 2017. Recruitment and retention plan been developed and recruitment now following enhanced approach. Following the LGA safeguarding peer review in Feb/March 2018 cabinet approved an additional £1.5m to support reducing caseloads by recruiting to social work posts, investing in posts to support team management, family support workers to enable working with children and young people and their families at an earlier stage, and business support to take some tasks off social workers.	15	◀▶	Director for children and families	Directorate
CWB.022 CR.039	<b>Safeguarding work to support the service during police investigation</b> IF: there is a lack of capacity in management <b>THEN:</b> there may be disruptions in casework, unsettled staff and service users.	Oct-17	16	Interim senior management in place to provide additional capacity. Staff communicated with and support in place.	8	◀▶	Director for children and families	Corporate
CWB.023 CR.051	<b>Human Rights claims</b> IF: a result of high court decisions regarding children's social care cases <b>THEN:</b> Herefordshire council may face Human Rights claims.	Dec-16	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	NEW	Director for children and families	Corporate
CWB.024	<b>Whitecross PFI</b> IF: there is an increase in the roll at Whitecross school <b>THEN:</b> the PFI provider may impose a financial charge as 'soft service' charges.	Jul-18	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	NEW	AD Education, Development and Skills (Interim)	Directorate
CWB.025	<b>Pupil Referral Unit</b> IF: the cabinet member does not decide to not proceed with the current proposals <b>THEN:</b> the council PRU provision will not meet the legal requirements stipulated by DFE and ESFA.	Jan-18	16	Current proposals have been scrutinised by the council's legal department and they have provided the necessary advice in order for the proposals to progress. Contingency plan is being prepared by Additional Needs service, children's commissioning, finance and legal.	16	◀▶	AD Education Development and Skills (Interim)	Directorate