

People Scrutiny Commission

13 March 2023



Report of: Risk and Insurance Senior Officers

Title: People Risks from the Q3 Corporate Risk Report

Ward: All

Officer Presenting Report: Risk and Insurance Senior Officer

Contact Telephone Number:

Recommendations:

For the People Scrutiny Commission to note the attached People Risks from Appendix A – People Risks from Q3 Corporate Risk Report that contains a summary of People risks contained within the Corporate Risk Report.



1. Summary

The corporate risks that are the responsibility of the People Directorate are provided within this report and appendix A.

2. Context

- 2.1. The Corporate Risk Report (CRR) is a key document in the council’s approach to the management of risk; it captures strategic risks set out in the Corporate Strategy 2018-2023. It also provides a context through which Directorates construct their own high-level risk assessments and is used to inform decision making about business planning, budget setting, transformation and service delivery.
- 2.2. The CRR provides assurance to management and Members that Bristol City Council’s significant risks have been identified and arrangements are in place to manage those risks within the tolerance levels agreed. It should be noted that ‘risk’ by definition includes both threats and opportunities, which is reflected in the CRR.
- 2.3. The Accounts and Audit Regulations 2015 require that the council to have in place effective arrangements for the management of risk. These arrangements are reviewed each year and reported as part of the Annual Governance Statement (AGS). Ensuring that the Service Risk Registers (SRR), Directorate Risk Reports (DRR) and the Corporate Risk Reports (CRR) are soundly based will help the council to ensure it is anticipating and managing key risks to optimise the achievement of the council’s objectives and prioritise actions for managing those risks.
- 2.4. The registers and reports are a management tool. They need regular review to ensure that the occurrence of obstacles or events that may put individual’s safety at harm, impact upon service delivery and the council’s reputation are minimised, opportunities are maximised and when risks happen, they are managed effectively to minimise the impact.
- 2.5. The CRR summary of Q3 people risks is attached to this report at Appendix A and is the latest position following a review by managers and Directors.

Corporate Risk Report - Summary of People Risks:

- 2.1. People Scrutiny Commission is asked to note the CRR as a working summary report of the critical and significant risks from the People Service Risk Registers as at December 2022.
- 2.2. The CRR sets out the critical, significant, and high rated threats and opportunity risks. All other business risks reside on the Service Risk Registers.
- 2.3. Members of EDM’s and the Corporate Leadership Board reviewed the DRRs in December 2022 to form the CRR. People Scrutiny Commission is asked to accept the attached summary of people risks from the CRR as a working summary report of the critical and significant risks from the People Service Risk Registers.
- 2.4. The Q3 22-23 Corporate Risk Report (CRR) as at December 2022 contained the following People risks (please see the attached appendix for more information on the risks and their management):

Threat Risks	Opportunity Risks	External / Contingency Risks
<ul style="list-style-type: none"> • 6 High Risks • 2 New Risks 	<ul style="list-style-type: none"> • No risks applicable 	<ul style="list-style-type: none"> • 1 critical • 1 medium

<ul style="list-style-type: none"> • 2 Risks De-escalating • 1 Risk Replaced 		
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2.6. There are two new threat risks:

‘CRR51 - Risk that ASC financial unsustainability due to national and local pressures leads to a failure to deliver statutory duties and budgetary control.’ This risk is scored at $3*7 = 21$ High Risk.

‘CRR53 - Risk that increased social worker and occupational therapist vacancies and sickness rates will result in vulnerable adults’ care being compromised.’ This risk is scored at $4*5 = 20$ High Risk.

2.7. There is one critical external risk: ‘BCCC5 - Cost of Living Crisis impact on Citizens and Communities’. This risk has a risk rating of $4*7 = 28$ Critical risk.

2.8. There are 2 Risks de-escalating to the Directorate Risk Reports:

‘CRR51e - Impact of Adult Care Charging Reforms Legislation’. This risk has a risk rating of $1*7 = 7$ Low risk

‘CRR36 - Risk to delivering required improvements from Ofsted/CQC SEND Inspection’. This risk has a risk rating of $2*3 = 6$ Low risk

2.9. There is 1 Risk that has been replaced, this is ‘CRR23 - Adult and Social Care (ASC)

Transformation Programme 2020/21-2021/22’ that has been replaced by ‘CRR51 - Risk that ASC financial unsustainability due to national and local pressures leads to a failure to deliver statutory duties and budgetary control.’

3. Policy

2.1. The Accounts and Audit Regulations 2015 require the council to have in place effective arrangements for the management of risk. These arrangements are reviewed each year and reported as part of the Annual Governance Statement (AGS). The Council is required to comment on the effectiveness of its arrangements in this regard. The statement must also identify any significant governance issues that may have resulted from failures in governance and risk management.

2.2. Risk Management is an integral part of good governance to which the Council is committed. Risk Management provides the framework and processes that enables the Council to manage uncertainty in a systematic way. As part of the Risk Management arrangements the Council reviews the Risk Management Assurance Policy on an annual basis.

2.3. It is considered good practice to regularly review and update the Risk Management Assurance Policy to ensure it strengthens the Council's approach to its risk management and assurance arrangements.

2.4. Ensuring that the Corporate Risk Report (CRR) is soundly based will help the council to ensure it is anticipating and managing key risks to optimise the achievement of the council's objectives and prioritise actions for managing those risks.

2.5. The CRR provides assurance to management and Members that the Bristol City Council's significant risks have been identified and arrangements are in place to manage those risks within the tolerance levels agreed.

2.6. The CRR is a management tool and needs regular review to ensure that the occurrence of obstacles or events that may put individual's safety at harm, impact upon service delivery and

the council's reputation are minimised, opportunities are maximised and when risks happen, they are managed and communicated to minimise the impact.

2.7. The CRR has been prepared and presented in line with the Risk Management Assurance Policy that was approved by Cabinet in January 2019.

Appendices:

Appendix A - People Risks from Q3 Corporate Risk Report 2022-2023