

Concord Lodge Risk Register

Negative Risks that offer a threat to Concord Lodge and its Aims (Aim - Reduce Level of Risk)

Ref	Risk Description	Key Causes	Key Consequence	Status Open / Closed	Strategic Theme	Risk Category	Risk Owner	Key Mitigations	Direction of travel	Current Risk Level			Monetary Impact of Risk £k	Risk Tolerance			Date
										Likelihood	Impact	Risk Rating		Likelihood	Impact	Risk Rating	
1	Savings may not be achieved in 23/24	Potential redundancy costs	Savings will be achieved in 24/25 and recurring thereafter	Open	Health, care and wellbeing	Financial	Mette Le Jakobsen	We will follow our Management of Change Policy to ensure employees are supported throughout the process and will work with them to redeploy them into other areas of the service and the wider council to seek out all opportunities to retain their skills where possible. If this isn't achievable then the VS or Redundancy policies may apply, but we will do all we can to mitigate against any redundancies.	<>	5	3	15	~£700K	3	3	9	24.08.23
2	Reputational risk	Concord Lodge is a valued by its residents and their loved ones, friends and advocates	Negative reputational impact	Open	Health, care and wellbeing	Reputational	Mette Le Jakobsen	The absolute duty, should the cabinet make the decision to close the service, will be to provide continuity of care for the people who currently reside at Concord Lodge. Each person already has a support plan in place, and we will work in a person-centred way to ensure that suitable alternative arrangements are made to meet the needs of each individual. We will involve circles of support, including loved ones, friends and advocates, in planning with and for residents. If the proposed service closure progresses, then adult social care staff will work with external providers to plan for a transition period to ensure that sufficient assessment capacity is available. A service transition plan will be implemented for any individuals accessing the service and a phased closure of beds to ensure that all residents are found appropriate alternative placements. As Bristol City Council already accesses assessments via external providers the same standard and quality of care will be offered to all citizens with complex needs.	<>	5	3	15	n/a	3	1	3	24.08.23
3	Wellbeing of staff	If the service closes then staff will need to be redeployed in the first instance and redundancy may apply if redeployment options are unsuccessful	Negative impact on staff wellbeing	Open	Health, care and wellbeing	Quality	Mette Le Jakobsen	We will follow our Management of Change Policy to ensure employees are supported throughout the process and will work with them to redeploy them into other areas of the service and the wider council to seek out all opportunities to retain their skills where possible. If this isn't achievable then the VS or Redundancy policies may apply, but we will do all we can to mitigate against any redundancies.	<>	5	2	10	n/a	3	2	6	24.08.23

4	Wellbeing of residents and their loved ones, friends and advocates	Concord Lodge is a valued by its residents and their loved ones, friends and advocates	Negative impact on residents and their loved ones, friends and advocates	Open	Health, care and wellbeing	Quality	Mette Le Jakobsen	<p>The absolute duty, should the cabinet make the decision to close the service, will be to provide continuity of care for the people who currently reside at Concord Lodge. Each person already has a support plan in place, and we will work in a person-centred way to ensure that suitable alternative arrangements are made to meet the needs of each individual. We will involve circles of support, including loved ones, friends and advocates, in planning with and for residents.</p> <p>If the proposed service closure progresses, then adult social care staff will work with external providers to plan for a transition period to ensure that sufficient assessment capacity is available. A service transition plan will be implemented for any individuals accessing the service and a phased closure of beds to ensure that all residents are found appropriate alternative placements. As Bristol City Council already accesses assessments via external providers the same standard and quality of care will be offered to all citizens with complex needs.</p>	<>	5	3	15	n/a	3	2	6	24.08.23
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