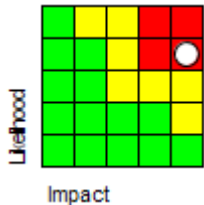
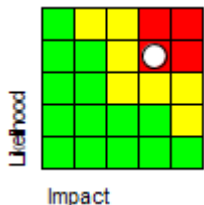
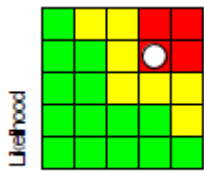
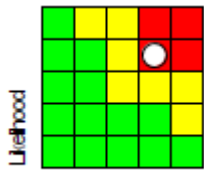
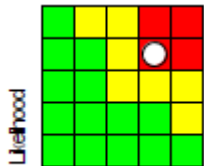


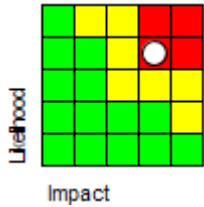
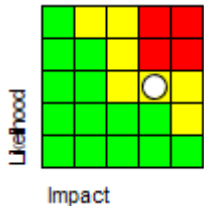
Overview of Corporate Level Risks

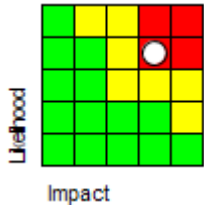
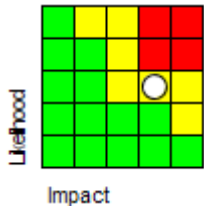
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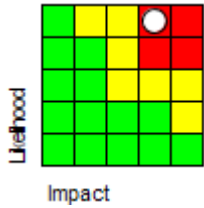
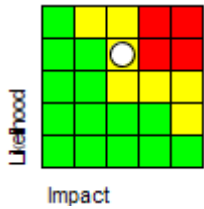
Risk Title	Impact on financial position as a result of lack of certainty around future funding streams (i.e. Business Rates, Fair Funding, New Homes Bonus and Council Tax Equalisation), and cost of living crisis.	Uncontrolled Risk Score		20
Risks Category	Financial	Current Controlled Risk Score		16
Internal Controls	<ul style="list-style-type: none"> • Awareness & Understanding of national policy changes • Balanced budget approved • Deliver Action Plan of Commercialisation Strategy • Maintain an awareness of changing priorities • MTFS in place • Strategy to maximise growth of Business Rates • Working with significant partners • Maintain adequate level of reserves . Financial plan now in place with measures to reduce the budget gap. 	Latest Note	No change at this point. Same risk remains in terms of future funding of Local Government. Added to this is the impact of the introduction of food waste and the general lack of funding to support the initiative. We have been notified of our capital element and it is insufficient to cover expected costs, e.g., government is not providing funding for electric vehicles. Still awaiting the revenue allocation.	
		Latest Note Date	18 Mar 2024	

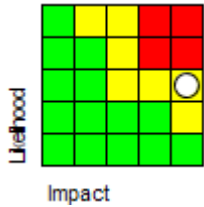
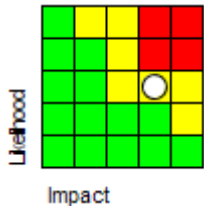
Risk Title	Closure, downsizing of premises or relocation of a major district employer which may cause significant unemployment, retraining requirements and a potential loss of Business Rates	Uncontrolled Risk Score		16
Risks Category	Financial	Current Controlled Risk Score		16
Internal Controls	<ul style="list-style-type: none"> • Review the Council's Economic Development Strategy and resources • Develop the work and skills capacity • Engage regularly with businesses to understand requirements • Work with authorities, landowners, developers & agents • Work with LLEP to secure funding for business development initiatives & schemes 	Latest Note	Blaby has limited influence over this type of outcome, but by developing our business intelligence and relationships with major employers we can be better prepared.	
		Latest Note Date	18 Mar 2024	

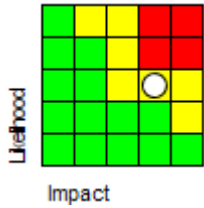
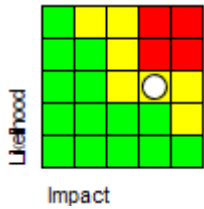
Risk Title	Failure to recruit and retain the right people for the right jobs	Uncontrolled Risk Score		16
Risks Category	Professional	Current Controlled Risk Score		12
Internal Controls	<ul style="list-style-type: none"> • Learning and development provision, including skills and training needs analysis • Supporting Employee Performance policies and practices • Workforce planning including succession planning and use of market supplements where applicable. 	Latest Note	Generally, an improving picture in terms of numbers of applications being seen. There are still some pockets of the organisation that are finding recruitment and retention difficult, including Council Tax & Benefits, Income & Collections, IT, Vehicle Fitters.	
		Latest Note Date	18 Mar 2024	

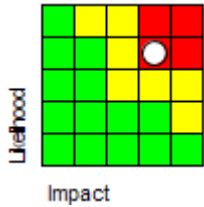
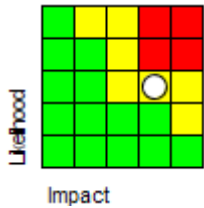
Risk Title	Failure to provide affordable housing and supporting infrastructure in the district in line with identified need.	Uncontrolled Risk Score		16
Risks Category	Political	Current Controlled Risk Score		12
Internal Controls	<ul style="list-style-type: none"> • Agreement on countywide housing distribution • Council adoption of appropriate housing needs policies • Feedback to consultation processes • Input into Strategic Planning Groups • Review of options to deliver affordable housing & balanced housing market 	Latest Note	We have seen an increase in the number of affordable houses coming on stream in recent months. This has meant that a higher than usual number of affordable properties have become available at the same time. This is unlikely to continue beyond the end of the delivery of specific schemes.	
		Latest Note Date	09 Apr 2024	

Risk Title	Structural, legislative and budgetary changes in other Public Sector organisations (e.g. DWP, Health, Police, Leicestershire CC).	Uncontrolled Risk Score		16
Risks Category	Financial / Social	Current Controlled Risk Score		12
Internal Controls	<ul style="list-style-type: none"> • Maintain awareness & respond to implications of emerging changes in public sector delivery organisations 	Latest Note	No change to existing rating.	
		Latest Note Date	18 Mar 2024	

Risk Title	Cost of living crisis leading to increased demand for services.	Uncontrolled Risk Score		20
Risks Category	Financial / Social	Current Controlled Risk Score		12
Internal Controls	<ul style="list-style-type: none"> • CAB service * Earmarked reserve in place to support cases of serious hardship. • Communication with food banks to be able to provide support • Supporting residents in times of crisis • Grant funding available from government as part of Energy Bill Support Scheme (additional funding and alternative fuels) 	Latest Note	No change to current risk.	
		Latest Note Date	18 Mar 2024	

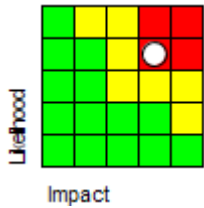
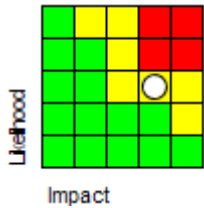
Risk Title	Huncote Leisure Centre and surrounding site - risk of elevated levels of methane from landfill site.	Uncontrolled Risk Score		15
Risks Category	Financial / Reputational / Health & Safety	Current Controlled Risk Score		12
Internal Controls	<ul style="list-style-type: none"> • Additional monitoring and venting wells installed. • Regular communication with partners on site. • Trenches installed around perimeter of building, including a pump and pipework to drain water away to land at rear of site. • A further active ventilation stack to be installed to draw gas away from building. 	Latest Note	Methane levels are showing an improving picture, although these can be affected by changes in the weather. Gas well balancing has continued on-site and the site is generally considered to be under control, but monitoring remains in place.	
		Latest Note Date	20 Mar 2024	

Risk Title	The Council's ambition to meet the 2030 net zero carbon reduction target has a detrimental impact on our financial position..	Uncontrolled Risk Score		12
Risks Category	Environmental / Financial / Reputational	Current Controlled Risk Score		12
Internal Controls	<ul style="list-style-type: none"> • Carbon reduction action plan in place. • Dedicated officer working on "green" initiatives.. • Cross service working group in place to maintain high profile and awareness. • Fleet replacement strategy under review. 	Latest Note	No change to current risk, but DLUHC are not prepared to fund electric vehicles as part of the implementation of food waste. This represents a further impact on our cost base.	
		Latest Note Date	18 Mar 2024	

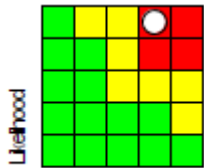
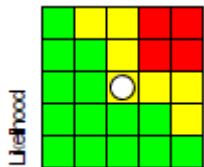
Risk Title	Officer and Member emotional wellbeing is impacted by ongoing service demand and financial pressures	Uncontrolled Risk Score		16
Risks Category	Physical	Current Controlled Risk Score		12
Internal Controls	<ul style="list-style-type: none"> • Policies and procedures being revised and reviewed together with guidance documents for staff and managers • Employee helpline in place • Continuous review with teams and individuals • Being flexible with working policies. • Member Induction Programme. • Improvement in signposting. • Wellness action plans in place. 	Latest Note	No change to current rating; service pressures remain high in most areas.	
		Latest Note Date	20 Mar 2024	

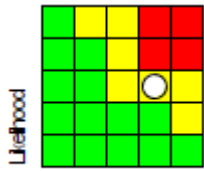
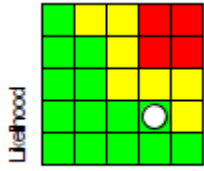
Risk Title	Partners lose confidence in the Leicestershire Building Control Partnership delivery model.	Uncontrolled Risk Score		20
Risks Category	Contractual / Financial / Partnership / Political / Reputational	Current Controlled Risk Score		12
Internal Controls		Latest Note	The current threat to the viability of the partnership has reduced. Whilst the financial situation doesn't pose an immediate threat, there are concerns over recruitment and retention in relation to maintaining an appropriately skilled workforce. This is exacerbated by the increased training requirements being placed upon qualified building surveyors.	
		Latest Note Date	20 Mar 2024	

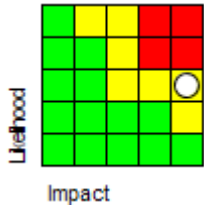
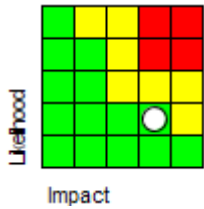
Risk Title	District Partners Do Not Reach Agreement on the Future Lightbulb Delivery Model and Business Case	Uncontrolled Risk Score		16
Risks Category	Contractual / Financial / Partnership / Political / Reputational	Current Controlled Risk Score		12
Internal Controls	Regular board meetings in place; recognition of partners' financial position; regular monitoring of budget; meetings held with partners as part of the contract planning process; inclusion on Internal Audit Plan.	Latest Note	On 15th January 2024, Cabinet Executive agreed to a one-year extension of the current operating model, and to a review of the model which will include considerations such as a Home Improvement Agency type set-up, and the potential inclusion of minor adaptations currently undertaken by Leicestershire County Council. There remains a risk that partners will not reach a consensus agreement over the future operating model and that may lead to the dissolution of Lightbulb.	
		Latest Note Date	20 Mar 2024	

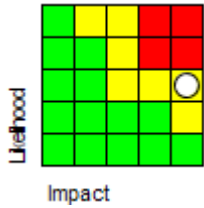
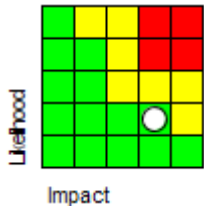
Risk Title	The Council is unable to deliver a new Local Plan	Uncontrolled Risk Score		16
Risks Category	Reputational	Current Controlled Risk Score		12
Internal Controls	<ul style="list-style-type: none"> • identify additional sites for residential development • release appropriate sites for residential development through the development management process • progress the local plan in accordance with the Local Development Scheme • member training plan in place • resource in place to ensure delivery 	Latest Note	<p>The following are risks to the delivery of the new local plan:</p> <ul style="list-style-type: none"> • the new target for land supply is double that of the existing • the possibility that Members will not approve the recommended sites for inclusion • challenge from residents etc • potential changes arising from a change in government • duty to co-operate 	
		Latest Note Date	09 Apr 2024	

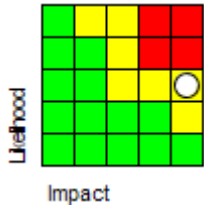
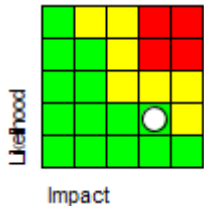
Risk Title	The Council is unable to meet its 5 year land supply target	Uncontrolled Risk Score		16
Risks Category	Reputational / Financial	Current Controlled Risk Score		12
Internal Controls	<ul style="list-style-type: none"> • re-establish land supply through new local plan • ensure that Planning Committee are sufficiently well-trained to be able to approve favourable housing applications 	Latest Note	<p>Land supply target can be re-established in two ways:</p> <ul style="list-style-type: none"> • by identifying the requisite sites through a new local plan, or • by granting speculative planning applications <p>The first of these is the preferred route but the latest target for Blaby is double the current target, and even if sites can be identified there is a risk of challenge by residents.</p>	
		Latest Note Date	09 Apr 2024	

Risk Title	Impact of Industrial Action on Services & Residents	Uncontrolled Risk Score		20
Risks Category	Environmental / Financial / Reputational	Current Controlled Risk Score		9
Internal Controls	Alternative workforce where possible; mental health support in place; arbitration measures; regular communication to staff, members, and residents; SLT presence at depot.	Latest Note	Trade Union activity beginning to increase again in advance of the new financial year and ensuing pay discussions.	
		Latest Note Date	20 Mar 2024	

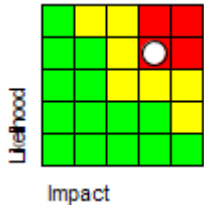
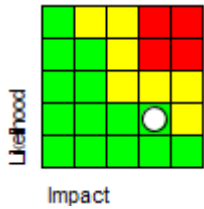
Risk Title	Blaby District Plan is not deliverable within available resources. If we do not deliver the corporate objectives the quality of life of residents and those who work in the district will not be improved.	Uncontrolled Risk Score	 Likelihood Impact	12
Risks Category	Political	Current Controlled Risk Score	 Likelihood Impact	8
Internal Controls	<ul style="list-style-type: none"> • All service plans aligned to Blaby District Plan objectives • Be clear about expected outcomes • Monitor delivery of Blaby District Plan • Review Blaby District Plan priorities regularly 	Latest Note	No change to current rating.	
		Latest Note Date	18 Mar 2024	

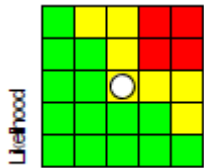
Risk Title	Failure to have effective safeguarding arrangements and a plan in place to safeguard children and vulnerable adults may place people in danger	Uncontrolled Risk Score		15
Risks Category	Competitive / Reputational / Social	Current Controlled Risk Score		8
Internal Controls	<ul style="list-style-type: none"> • Active Member of District DSO Group • Continuous training of designated officers, review of policies • Ensuring enough trained officers are available • Policies in place and effectively communicated to staff 	Latest Note	No change to current rating.	
		Latest Note Date	18 Mar 2024	

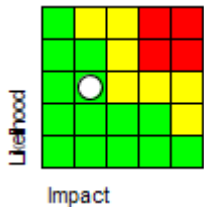
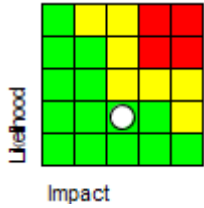
Risk Title	Failure to ensure adherence to internal control arrangements would leave the council open to fraud, affecting reputation and breaches of the council's procedures, policies and legal responsibilities.	Uncontrolled Risk Score		15
Risks Category	Fraud / Legal	Current Controlled Risk Score		8
Internal Controls	<ul style="list-style-type: none"> • Anti-Fraud & Corruption/Benefit Fraud policies reviewed & adopted. Staff/Member training • Employees adhere to governance procedures • Ensure we do not employ staff with false records • Use of NAFN bulletins to maintain awareness of latest threats • Policies and procedures ensure segregation of duties 	Latest Note	No change to current rating.	
		Latest Note Date	18 Mar 2024	

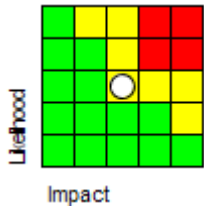
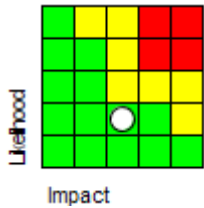
Risk Title	Lack of effective Emergency Planning and Business Continuity arrangements	Uncontrolled Risk Score		15
Risks Category	Professional	Current Controlled Risk Score		8
Internal Controls	<ul style="list-style-type: none"> • All key EP & BC documents on Resilience Direct • Internal EP & BC working group meeting • Periodic training with SLT & key officers of plans • Out of hours Emergency Contact Centre Contract (First Call) • Partnership with the Leicestershire Resilience Forum • Senior Leadership Team On-Call Rota 	Latest Note	No change to risk but see also R018 in relation to cyber risk, given recent issues experienced by Leicester City Council. Blaby does have a business continuity plan in place.	
		Latest Note Date	18 Mar 2024	

Risk Title	Failure to identify, record, monitor and report health and safety risks.	Uncontrolled Risk Score		16
Risks Category	Physical	Current Controlled Risk Score		8
Internal Controls	<ul style="list-style-type: none"> • Effective Health & Safety Committee • Effective Health & Safety procedures • Service blueprints 	Latest Note	No change to rating required.	
		Latest Note Date	18 Mar 2024	

Risk Title	Failure to provide appropriate temporary accommodation for homeless households	Uncontrolled Risk Score		16
Risks Category		Current Controlled Risk Score		8
Internal Controls	Continue to source alternative provision of temporary accommodation in the District.	Latest Note	No change. Demand still high in spite of acquisition of 14 additional properties.	
		Latest Note Date	18 Mar 2024	

Risk Title	Engagement of elected members negatively impacting on decision making process	Uncontrolled Risk Score		9
Risks Category	Political	Current Controlled Risk Score		6
Internal Controls	<ul style="list-style-type: none"> • Cabinet & Leader awareness and development • Code of conduct • Member development strategy/ supporting roles & responsibilities • Recruitment/member succession • Audit & Corporate Governance Committee • Training/Cabinet development • Induction Programme for new members • New, cross-party Whips Group in place. 	Latest Note	First meeting of party whips has been held and appears to be having a positive impact.	
		Latest Note Date	18 Mar 2024	

Risk Title	Failure to comply with legislation, resulting in us not meeting our statutory obligations The organisation promotes and demonstrates the principles and values of good governance	Uncontrolled Risk Score		6
Risks Category	Legal	Current Controlled Risk Score		6
Internal Controls	<ul style="list-style-type: none"> • Constitution regularly reviewed and kept up to date • Annual Governance Statement • Independent Member Committees • Skilled workforce • Training/CPD 	Latest Note	Slight increase in risk due to loss of experienced staff and competing demands potentially leading to governance processes not being followed.	
		Latest Note Date	06 Sep 2023	

Risk Title	Contracts may fail to deliver intended outcomes if not managed effectively, and improvements/efficiencies may not be delivered.	Uncontrolled Risk Score		9
Risks Category	Contractual / Partnership	Current Controlled Risk Score		6
Internal Controls	<ul style="list-style-type: none"> • Ensure that effective contract management arrangements are put in place as part of procurement process. • Manage SLM Contract through quarterly governance meetings. • Awareness and contract management training delivered to staff involved with procurement. • Development of working relationship with Welland Procurement. 	Latest Note	No change to rating.	
		Latest Note Date	18 Mar 2024	

Risk Title	Delivery of the Hospital Enablement Team Model Becomes Unsustainable	Uncontrolled Risk Score		9
Risks Category	Contractual / Financial / Partnership / Political / Reputational	Current Controlled Risk Score		6
Internal Controls	Regular board meetings in place; recognition of partners' financial position; regular budget monitoring; 100% external funding in place.	Latest Note	There is a risk of the main funders losing confidence in the existing delivery model and seeking to implement alternative arrangements.	
		Latest Note Date	20 Mar 2024	