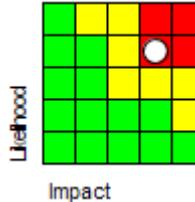
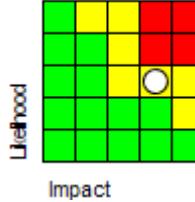
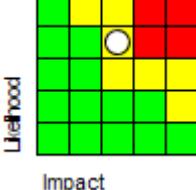
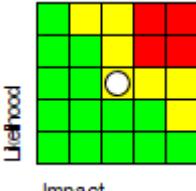


## Appendix B - Overview of Local Government Reorganisation (LGR) Risks

Generated on: 13 October 2025 13:24

<b>Risk Code &amp; Title</b>	<b>R005 Failure to recruit and retain the right people for the right jobs</b>	<b>Uncontrolled Risk Score</b>	 Impact	<b>16</b>
<b>Consequence / Impact Description</b>	The impact on delivering services to the residents and businesses of the District.	<b>Current Controlled Risk Score</b>	 Impact	<b>12</b>
<b>Internal Controls</b>	• 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.	<b>Latest Note</b>	There is no change to the risk rating.	
	<b>Latest Note Date</b>	04 Sep 2025		

<b>Risk Code &amp; Title</b>	<p><b>R022 Officer and Member emotional wellbeing is impacted by ongoing service demand and financial pressures</b></p>	<b>Uncontrolled Risk Score</b>	<p>Uncontrolled Risk Score</p> <table border="1"> <tr><td>Low</td><td>Medium-Low</td><td>Medium-High</td><td>High</td></tr> <tr><td>Low</td><td>Green</td><td>Yellow</td><td>Red</td></tr> <tr><td>Medium-Low</td><td>Yellow</td><td>Green</td><td>Yellow</td></tr> <tr><td>Medium-High</td><td>Red</td><td>Yellow</td><td>Green</td></tr> <tr><td>High</td><td>Red</td><td>Red</td><td>Green</td></tr> </table> <p>Impact</p>	Low	Medium-Low	Medium-High	High	Low	Green	Yellow	Red	Medium-Low	Yellow	Green	Yellow	Medium-High	Red	Yellow	Green	High	Red	Red	Green	<b>16</b>
Low	Medium-Low	Medium-High	High																					
Low	Green	Yellow	Red																					
Medium-Low	Yellow	Green	Yellow																					
Medium-High	Red	Yellow	Green																					
High	Red	Red	Green																					
<b>Consequence / Impact Description</b>	<p>There could be an increase in the level of sickness absence and performance issues impacting on delivery of services.</p>	<b>Current Controlled Risk Score</b>	<p>Current Controlled Risk Score</p> <table border="1"> <tr><td>Low</td><td>Medium-Low</td><td>Medium-High</td><td>High</td></tr> <tr><td>Low</td><td>Green</td><td>Yellow</td><td>Red</td></tr> <tr><td>Medium-Low</td><td>Yellow</td><td>Green</td><td>Yellow</td></tr> <tr><td>Medium-High</td><td>Red</td><td>Yellow</td><td>Green</td></tr> <tr><td>High</td><td>Red</td><td>Red</td><td>Green</td></tr> </table> <p>Impact</p>	Low	Medium-Low	Medium-High	High	Low	Green	Yellow	Red	Medium-Low	Yellow	Green	Yellow	Medium-High	Red	Yellow	Green	High	Red	Red	Green	<b>12</b>
Low	Medium-Low	Medium-High	High																					
Low	Green	Yellow	Red																					
Medium-Low	Yellow	Green	Yellow																					
Medium-High	Red	Yellow	Green																					
High	Red	Red	Green																					
<b>Internal Controls</b>	<ul style="list-style-type: none"> <li>Policies and procedures being revised and reviewed together with guidance documents for staff and managers</li> <li>Employee helpline in place for employees and Members</li> <li>Continuous review with teams and individuals</li> <li>Being flexible with working policies.</li> <li>Member Induction Programme.</li> <li>Improvement in signposting.</li> <li>Wellness action plans in place.</li> <li>Communication engagement strategy.</li> </ul>	<b>Latest Note</b>	<p>There is no change to the risk rating.</p>																					

<b>Risk Code &amp; Title</b>	<b>R165 Business as Usual is Negatively Impacted Due to the Focus on Devolution</b>	<b>Uncontrolled Risk Score</b>	 Likelihood Impact	<b>12</b>
<b>Consequence / Impact Description</b>	Devolution focus means that our key business is no longer a priority and existing resources are stretched or key staff are demotivated due to uncertainty of future.	<b>Current Controlled Risk Score</b>	 Likelihood Impact	<b>9</b>
<b>Internal Controls</b>	<ul style="list-style-type: none"> <li>• Staff are being kept informed and engaged.</li> <li>• A £50,000 budget has been established for supporting the proposal stage.</li> <li>• Consideration of the Corporate Plan/Projects and Priorities to enable capacity.</li> </ul>	<b>Latest Note</b>  <b>Latest Note Date</b>	There is no change to the risk rating.  04 Sep 2025	