Appendix B - Overview of LGR and Devolution Risks

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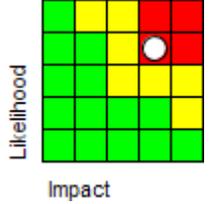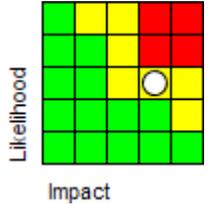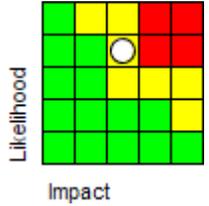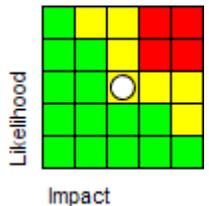| Risk Code & Title	R005 Failure to recruit and retain the right people for the right jobs	Uncontrolled Risk Score		16
Consequence / Impact Description	The impact on delivering services to the residents and businesses of the District.	Current Controlled Risk Score		12
Internal Controls	• Learning and 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** **Latest Note Date**	There is no change to the risk rating. 06 Jan 2026	
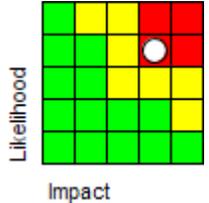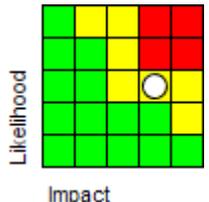
Risk Code & Title	R022 Officer and Member emotional wellbeing is impacted by ongoing service demand and financial pressures	Uncontrolled Risk Score		16
Consequence / Impact Description	There could be an increase in the level of sickness absence and performance issues impacting on delivery of services.	Current Controlled Risk Score		12
Internal Controls	• Policies and procedures being revised and reviewed together with guidance documents for staff and managers • Employee helpline in place for employees and Members • Continuous review with teams and individuals • Being flexible with working policies. • Member Induction Programme. • Improvement in signposting. • Wellness action plans in place. • Communication engagement strategy.	Latest Note	There is no change to the risk rating.	
		Latest Note Date	06 Jan 2026	

Risk Code & Title	R165 Business as Usual is Negatively Impacted Due to the Focus on Devolution	**Uncontrolled Risk Score**		**12**
Consequence / Impact Description	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.	**Current Controlled Risk Score**		**9**