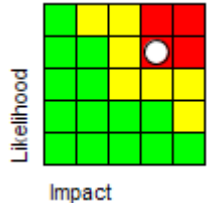
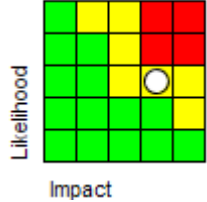
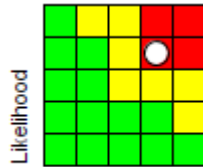
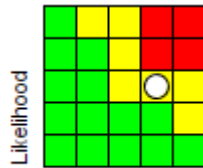
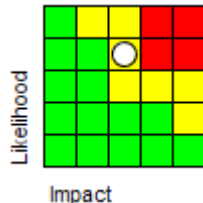
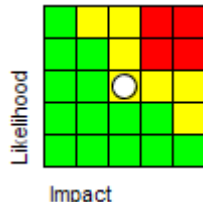


Appendix B - Overview of LGR and Devolution Risks

Generated on: 24 June 2026 07:41

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	There is no change to the risk rating. The full LGR register will be reviewed and updated after the Government announcement.	
		Latest Note Date	18 Jun 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. The full LGR register will be reviewed and updated after the Government announcement.	
		Latest Note Date	18 Jun 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
Internal Controls	• Staff are being kept informed and engaged. • A £50,000 budget has been established for supporting the proposal stage. • Consideration of the Corporate Plan/Projects and Priorities to enable capacity.	Latest Note	There is no change to the risk rating. The full LGR register will be reviewed and updated after the Government announcement.	
		Latest Note Date	18 Jun 2026	