



## APPENDIX 2

# KCC Corporate Risk Register

**AS AT 13<sup>TH</sup> JULY 2020 – FOR PRESENTATION TO GOVERNANCE & AUDIT COMMITTEE**

## Corporate Risk Register - Summary Risk Profile

Low = 1-6
Medium = 8-15
High =16-25

Risk No.*	Risk Title	Current Risk Rating	Target Risk Rating	Direction of Travel since Jan 2020
CRR0001	Safeguarding – protecting vulnerable children	20	15	↑
CRR0002	Safeguarding – protecting vulnerable adults	20	15	↑
CRR0003	Securing resources to aid economic recovery and enabling infrastructure – <i>risk being revised to reflect latest picture regarding local economic impacts</i>	16	TBC	↔
CRR0004	Simultaneous emergency response, recovery and resilience	25	15	↑
CRR0005	Development of Integrated Care System (ICS) / Integrated Care Programmes (ICPs) in Kent and Medway NHS system	12	8	↔
CRR0006	Resourcing implications arising from increasing complex adult social care demand	20	15	↔
CRR0007	Resourcing implications arising from children’s services demand	20	12	↑
CRR0009	Future financial and operating environment for local government	25	16	↑
CRR0014	Cyber-attack threats and their implications	25	16	↑
CRR0015	Managing and working with the social care market	25	15	↑
CRR0016	Delivery of New School Places is constrained by dependency upon the Basic Need allocation and the Education and Skills Funding Agency (ESFA)	20	12	↔
CRR0039	Information Governance	20	12	↑
CRR0040	Financial, governance and service delivery risks associated with KCC’s Local Authority Trading Companies	20	12	↑
CRR0042	Post-Transition UK/EU border systems, infrastructure and regulatory arrangements – <i>risk being revised to reflect latest position</i>	TBC	TBC	↔
CRR0044	High Needs Funding shortfall	20	12	↔
CRR0045	Effectiveness of governance within a Member-led Authority – <i>risk to be reviewed / revised in light of KCC’s Strategic Reset work.</i>	TBC	TBC	↔

CRR0047	Adequacy of support for children with Special Educational Needs and Disabilities (SEND) – response to Written Statement of Action	20	10	↔
CRR0048	Maintenance and modernisation of the KCC estate	16	12	↔
CRR0049	Fraud and Error	16	6	↑
CRR0050	CBRNE incidents, communicable diseases and incidents with a public health implication – KCC response to and recovery from the impacts of the Coronavirus public health emergency	25	12	Escalated from Divisional level

\*Each risk is allocated a unique code, which is retained even if a risk is transferred off the Corporate Register. Therefore, there will be some 'gaps' between risk IDs.

NB: Current & Target risk ratings: The 'current' risk rating refers to the current level of risk taking into account any mitigating controls already in place. The 'target residual' rating represents what is deemed to be a realistic level of risk to be achieved once any additional actions have been put in place. On some occasions the aim will be to contain risk at current level.

Likelihood & Impact Scales					
Likelihood	Very Unlikely (1)	Unlikely (2)	Possible (3)	Likely (4)	Very Likely (5)
Impact	Minor (1)	Moderate (2)	Significant (3)	Serious (4)	Major (5)

Risk ID	CRR0001	Risk Title	Safeguarding – protecting vulnerable children			
<b>Source / Cause of risk</b>	<b>Risk Event</b>	<b>Consequence</b>	<b>Risk Owner</b>	<b>Current Likelihood</b>	<b>Current Impact</b>	
The Council must fulfil its statutory obligations to effectively safeguard vulnerable children in a complex and challenging environment. e.g. the challenge of recruiting and retaining suitably experienced and qualified permanent staff.	Failure to fulfil statutory safeguarding obligations. Failure to meet the requirements of the “Prevent Duty” placed on Local Authorities.	Incident of serious harm or death of a vulnerable child. Serious impact on vulnerable people. Impact on ability to recruit the quality of staff critical to service delivery.	Matt Dunkley Corporate Director Children, Young People and Education (CYPE)	Likely (4)	Major (5)	
In addition, the Government’s “Prevent Duty” requires the Local Authority to act to prevent people from being drawn into terrorism, with a focus on the need to safeguard children at risk of radicalisation.	Safeguarding risks are not identified to / by KCC in a timely fashion during the Coronavirus pandemic. Spike in demand impacts on robustness of controls	Serious operational and financial consequences. Attract possible intervention from a national regulator for failure to discharge corporate and executive responsibilities.	<b>Responsible Cabinet Member(s):</b> Sue Chandler, Integrated Children’s Services  Mike Hill (Lead Member for PREVENT)	<b>Target Residual Likelihood</b> Possible (3)	<b>Target Residual Impact</b> Major (5)	
‘Lockdown’ restrictions due to Covid-19 have meant that children and families have been at home for long periods of time, with significantly reduced numbers of children in schools. This has impacts for children’s mental health and resilience.						
There has been a decline in the number of safeguarding referrals received since restrictions began, leading to concerns about pent up demand that could put significant strain on resources. This risk links to the demand for						

children's services risk (CRR0007).	
<b>Control Title</b>	<b>Control Owner</b>
Consistent scrutiny and performance monitoring through Divisional Management Team," Performance, Challenge and support" meetings and audit activity	Sarah Hammond, Director of Integrated Services (Children's Social Work Lead) / Matt Dunkley, Corporate Director, CYPE
Kent Safeguarding Children Multi-Agency Partnership (KSCMP) arrangements in place, replacing the previous Kent Safeguarding Children Board.	Matt Dunkley, Corporate Director CYPE (KCC representative on Executive Board) / David Whittle, Director SPRCA
New KSCMP arrangements introduced and embedded, including a Scrutiny and Assurance Framework.	David Whittle, Director SPRCA
"Section 11" audit conducted periodically to provide assurance that relevant agencies and individuals are co-operating to safeguard children and promote their welfare, with feedback and follow-up. (2020 audit in progress)	Mark Janaway, Performance and Programme Manager, KSCMP
Manageable caseloads per social worker and robust caseload monitoring. Social work vacancies monitored with action taken to address as required	Sarah Hammond, Director of Integrated Services (Children's Social Work Lead)
Active strategy in place to attract, recruit and retain social workers through a variety of routes with particular emphasis on experienced social workers	Sarah Hammond, Director of Integrated Services (Children's Social Work Lead)/ Amanda Beer, Corporate Director People and Communications
Multi-agency public protection arrangements (MAPPA) in place	Kevin Kasaven, Assistant Director Safeguarding and Quality Assurance
Extensive staff training – Integrated Children's Services are rolling out a new practice framework	Sarah Hammond, Director of Integrated Services (Children's

	Social Work Lead) / Stuart Collins, Director Integrated Services (Early Help and Preventative Services Lead)
Children's Assurance Board established to give assurance to the rest of the council, including safeguarding arrangements. Now includes review of qualitative audit information and triangulates with quantitative picture.	Matt Dunkley, Corporate Director, CYPE
Kent & Medway Prevent Duty Delivery Board (chaired by KCC) oversees the activity of the Kent Channel Panel, co-ordinating Prevent activity across the County and reporting to other relevant strategic bodies in the county (including reporting route to the Kent Safeguarding Children Multi-Agency Partnership	Richard Smith, Interim Corporate Director, Adult Social Care and Health (ASCH)
Kent Channel Panel (early intervention mechanism providing tailored support to people who have been identified as at risk of being drawn into terrorism) in place	Nick Wilkinson, Prevent and Channel Strategic Manager
KCC cross-directorate PREVENT group meets regularly and ensures the PREVENT duty is embedded across the organisation. Regular updates are provided to the Corporate Management Team.	Nick Wilkinson, Prevent and Channel Strategic Manager
Joint Exploitation Group (Kent & Medway) children and adults focuses on PREVENT, gangs, Modern slavery, human trafficking and online safeguarding matters – reports to Kent and Medway Adults Safeguarding Board and KSCMP	Nick Wilkinson, Prevent and Channel Strategic Manager
Safeguarding and Quality Assurance Unit conducts audits, reviews of practice, identifies themes and patterns for accountable managers to respond to and provides challenge.	Kevin Kasaven, Assistant Director, Safeguarding and Quality Assurance
Communities of Practice introduced during the pandemic, offering support for practitioners, with over 100 practitioners attending weekly	Kevin Kasaven, Assistant Director, Safeguarding and Quality Assurance.
Education Safeguarding Team in place as part of the contract with The Education People	David Adams, Director of Education
A revised Elective Home Education policy approved that includes interaction with children where there are welfare concerns and where other agencies have been involved with the family. Awareness raising taking place with other practitioners	David Adams, Director Education / Craig Chapman, Interim Head of Admissions & Transport
Multi-function officer group helping to define key steps and approach to aid any future inquiries or	Kevin Kasaven, Assistant

investigations that may arise relating to alleged historical abuse	Director Safeguarding and Quality Assurance	
Multi-agency Crime and Sexual Exploitation Panel (MACSE) provides a strategic, county-wide, cross-agency response to Child Sexual Exploitation	Matt Dunkley Corporate Director, CYPE (KCC lead)	
PREVENT training strategy in place and regularly reviewed.	Nick Wilkinson, Prevent and Channel Strategic Manager	
Integrated practice model in place	Sarah Hammond, Director of Integrated Services (Children's Social Work Lead) / Stuart Collins, Director Integrated Services (Early Help and Preventative Services Lead)	
Kent and Medway Gangs Strategy 2018-21 outlines the multi-agency approach to ending the criminal exploitation of vulnerable children and adults by gangs	Stuart Collins, Director Integrated Services (Early Help and Preventative Services lead)	
Introduction and appointment of independent scrutineer as part of multi-agency safeguarding children arrangements	Matt Dunkley, Corporate Director CYPE (KCC lead) / David Whittle, Director SPRCA	
Deep dive activity takes place to investigate vacancy rates for staff that reflects factors such as maternity leave	Sarah Hammond, Director of Integrated Services (Children's Social Work Lead)	
<b>Action Title</b>	<b>Action Owner</b>	<b>Planned Completion Date</b>
Approval and launch of new adolescent risk management process	Stuart Collins, Director Integrated Services (Early Help and Preventative Services lead)	August 2020
Continue the semi-regional PREVENT model of delivery across Kent & Medway	Nick Wilkinson, Prevent and Channel Strategic Manager	December 2020 (review)

<b>Risk ID</b>	<b>CRR0002</b>	<b>Risk Title</b>	<b>Safeguarding – protecting vulnerable adults</b>			
<b>Source / Cause of risk</b>	<b>Risk Event</b>	<b>Consequence</b>	<b>Risk Owner</b>	<b>Current Likelihood</b>	<b>Current Impact</b>	
<p>The Council must fulfil its statutory obligations to effectively safeguard vulnerable adults, in a complex and challenging environment e.g. challenges relating to demand for services and consistent quality of care in the provider market.</p> <p>The change from ‘safeguarding alerts’ to ‘safeguarding enquiries’ has led to a significant increase in the number of safeguarding concerns received. There has also been an increase in domestic abuse referrals.</p> <p>In addition, the Government’s “Prevent Duty” requires the Local Authority to act to prevent people from being drawn into terrorism.</p> <p>The Coronavirus pandemic and associated ‘lockdown’ measures has raised concerns of increases in hidden harm, self-harm and neglect.</p> <p>Social care services are making substantial adaptations to service delivery across the system.</p> <p>This risk links to the demand risk (CRR0006)</p>	<p>Failure to fulfil statutory obligations.</p> <p>Failure to meet the requirements of the “Prevent Duty” placed on Local Authorities.</p> <p>Safeguarding risks are not identified to / by KCC in a timely fashion during the Coronavirus pandemic.</p>	<p>Incident of serious harm or death of a vulnerable adult.</p> <p>Serious impact on vulnerable people.</p> <p>Serious impact on ability to recruit the quality of staff critical to service delivery.</p> <p>Serious operational and financial consequences.</p> <p>Attract possible intervention from a national regulator for failure to discharge corporate and executive responsibilities.</p>	<p>Richard Smith Interim Corporate Director Adult Social Care and Health (ASCH)</p> <p><b>Responsible Cabinet Member(s):</b></p> <p>Clair Bell, Adult Social Care and Public Health</p> <p>Mike Hill (Lead Member for PREVENT)</p>	<p>Likely (4)</p> <p><b>Target Residual Likelihood</b> Possible (3)</p>	<p>Major (5)</p> <p><b>Target Residual Impact</b> Major (5)</p>	



<b>Control Title</b>	<b>Control Owner</b>
KCC is a partner in multi-agency public protection arrangements (MAPPA) for managing sexual and violent offenders, a mechanism through which agencies can better discharge their statutory responsibilities and protect the public in a coordinated manner.	Cheryl Fenton, ASCH
KCC is a member of the Kent & Medway Safeguarding Adults Board – a statutory service which exists to make sure that all member agencies are working together to help Kent and Medway’s adults safe from harm and protect their rights. The Board has an independent Chair and its work carried out by a number of working groups.	Cheryl Fenton, ASCH
Quarterly safeguarding report brings together key information to enable scrutiny and performance monitoring for management teams and the Cabinet Member.	Divisional Directors / Julie Davidson, Head of Adult Safeguarding
Kent & Medway Prevent Duty Delivery Board (chaired by KCC) oversees the activity of the Kent Channel Panel, co-ordinating Prevent activity across the County and reporting to other relevant strategic bodies in the county	Richard Smith, Interim Corporate Director ASCH
KCC cross-directorate PREVENT group meets regularly and ensures the PREVENT duty is embedded across the organisation. Regular updates are provided to the Corporate Management Team.	Nick Wilkinson, Prevent and Channel Strategic Manager
Joint Exploitation Group (Kent & Medway) focuses on PREVENT agenda, gangs, modern slavery, human trafficking and online safeguarding matters – reports to Adults Safeguarding Board and Children’s Partnership	Nick Wilkinson, Prevent and Channel Strategic Manager
Kent Channel Panel (early intervention mechanism providing tailored support to people who have been identified as at risk of being drawn into terrorism) in place	Nick Wilkinson, Prevent and Channel Strategic Manager
PREVENT training strategy in place and regularly reviewed.	Nick Wilkinson, Prevent and Channel Strategic Manager
KCC contributes to the Multi-agency risk assessment conference (MARAC) process, which allows for the best possible safety planning for victims of domestic abuse who are considered to be at high risk of experiencing further significant harm/injury.	Cheryl Fenton, ASCH
Quality Surveillance Group - regular KCC meetings with Care Quality Commission to share intelligence	Sharon Dene, Strategic Commissioning
KCC County Adult Safeguarding Group share latest intelligence and draws in operational service managers for safeguarding.	Julie Davidson, Head of Adult Safeguarding

Strategic Safeguarding and Quality Assurance team in adult social care and health leads on a strategic framework for policy, service development, strategic safeguarding and quality assurance	Janice Grant, Strategic Safeguarding and Policy Assurance Manager	
KCC Safeguarding Competency Framework in place, including Mental Capacity Act requirements.	Janice Grant, Strategic Safeguarding and Policy Assurance Manager	
<b>Action Title</b>	<b>Action Owner</b>	<b>Planned Completion Date</b>
Revised Quality Assurance system (including Making Safeguarding Personal) being embedded to ensure a clear and holistic view of practice, consisting of quantitative data, safeguarding audit activity focussing on quality of practice and the service user voice	Julie Davidson, Head of Adult Safeguarding	October 2020 (review)
Preparation for introduction of new Liberty Protection Safeguards system under the Mental Capacity (Amendment) Act 2019 due to come into force on 1 <sup>st</sup> October 2020.	Maureen Stirrup, Head of Deprivation of Liberty Safeguards	ON HOLD – awaiting further Govt update on timescales
Explore options for independent scrutiny e.g. peer review	Julie Davidson, Head of Adult Safeguarding / Janice Grant, Strategic Safeguarding and Policy Assurance Manager	October 2020 (review)
KCC Safeguarding Competency Framework being reviewed to ensure currency and look for areas for improvement	Janice Grant, Strategic Safeguarding and Policy Assurance Manager / Lisa Mortimer	October 2020 (review)
Continue the semi-regional PREVENT model of delivery across Kent & Medway	Nick Wilkinson, Prevent and Channel Strategic Manager	December 2020 (review)

<b>Risk ID</b>	<b>CRR0004</b>	<b>Risk Title</b>	<b>Simultaneous Emergency Response, Recovery and Resilience</b>			
<b>Source / Cause of Risk</b>	<b>Risk Event</b>	<b>Consequence</b>	<b>Risk Owner</b>	<b>Current Likelihood</b>	<b>Current Impact</b>	
<p>The Council, along with other Category 1 Responders in the County, has a legal duty to establish and deliver containment actions and contingency plans to reduce the likelihood and impact of major incidents and emergencies.</p> <p>This includes responses associated with the Government's Counter-terrorism Strategy (CONTEST) 2018.</p> <p>Ensuring that the Council works effectively with partners to respond to, and recover from, emergencies and service interruption is becoming increasingly important in light of recent national and international security threats, severe weather incidents, threats of 'cyber attacks' and uncertainties around implications of the future UK/EU relationship.</p> <p>The response to, and recovery from the Coronavirus pandemic is putting significant strain on organisational capacity and resources.</p>	<p>Failure to deliver suitable planning measures, respond to and manage these events when they occur.</p> <p>Critical services are unprepared or have ineffective emergency and business continuity plans and associated activities.</p> <p>Lack of resilience in the supply chain hampers effective response to incidents.</p> <p>Focus on Coronavirus response and recovery and post UK/EU transition contingency planning means less opportunity to progress other aspects of emergencies and resilience agenda.</p> <p>Future wave(s) of pandemic put further strain on capacity and resource.</p>	<p>Potential increased harm or loss of life if response is not effective.</p> <p>Serious threat to delivery of critical services.</p> <p>Increased financial cost in terms of damage control and insurance costs.</p> <p>Adverse effect on local businesses and the Kent economy.</p> <p>Possible public unrest and significant reputational damage.</p> <p>Legal actions and intervention for failure to fulfill KCC's obligations under the Civil Contingencies Act or other associated legislation.</p>	<p>On behalf of CMT:</p> <p>Barbara Cooper, Corporate Director Growth, Environment &amp; Transport (GET)</p> <p><b>Responsible Cabinet Member(s):</b></p> <p>On behalf of Cabinet:</p> <p>Mike Hill, Community &amp; Regulatory Services</p> <p>Susan Carey, Environment</p>	<p>V. Likely (5)</p> <p><b>Target Residual Likelihood</b></p> <p>Possible (3)</p>	<p>Major (5)</p> <p><b>Target Residual Impact</b></p> <p>Major (5)</p>	

<b>Control Title</b>	<b>Control Owner</b>
Legally required multi-agency Kent Resilience Forum in place, with work driven by risk and impact based on Kent's Community Risk Register. Includes sub-groups relating to Health and Severe Weather	Mike Overbeke, Head of Public Protection (for Kent Resilience Team Activity)
The Director of Public Health works through local resilience fora to ensure effective and tested plans are in place for the wider health sector to protect the local population from risks to public health	Andrew Scott-Clark, Director of Public Health
Management of financial impact to include Bellwin scheme	Cath Head, Head of Finance (Operations)
Implementation of Kent's Climate Adaptation Action Plan	Carolyn McKenzie, Head of Sustainable Business and Communities
Local multi-agency flood response plans in place for each district / borough in Kent, in addition to overarching flood response plan for Kent	Lisa Guthrie, KCC Manager, Kent Resilience Team
On-going programme of review relating to ICT Disaster Recovery and Business Continuity arrangements. ICT resilience improvements are embedded as part of the ICT Transformation Programme	Andrew Cole, Head of ICT Strategy and Commissioning
Kent Resilience Team in place bringing together personnel from KCC, Kent Police and Kent Fire and Rescue Service in an integrated and co-located team to deliver enhanced emergency planning and business continuity in Kent	Mike Overbeke, Head of Public Protection
Multi-Agency recovery structures are in place at the Strategic and Tactical levels & working effectively over the short term	Stephanie Holt-Castle, Interim Director Environment Planning & Enforcement (EPE)
KCC and local Kent Resilience Forum partners have tested preparedness for chemical, biological, radiological, nuclear and explosives (CBRNE) incidents and communicable disease outbreaks in line with national requirements	Andrew Scott-Clark, Director Public Health / Stephanie Holt-Castle, Interim Director EPE
Emergency planning training rolled out at strategic, tactical and operational levels. KCC Resilience Programme in place to deliver further training opportunities and exercises regularly conducted to test different elements of KCC emergency and business continuity arrangements with partners	Stephanie Holt-Castle, Interim Director EPE
Updated and expanded Duty and Recovery Director rota introduced	Stephanie Holt-Castle, Interim

	Director EPE	
KCC Business Continuity Management Policy and overarching Business Continuity Plan in place, underpinned by business continuity plans at service level	Stephanie Holt-Castle, Interim Director EPE	
Prevent Duty Delivery Board established to oversee the activity of the Kent Channel Panel, co-ordinate Prevent activity across the County and report to other relevant strategic bodies in the county	Richard Smith, Interim Corporate Director ASCH	
KCC Strategic Prevent Lead is a member of the Covid-19 District Recovery Cell and disseminates appropriate protective security advice and online tension monitoring reports	Nick Wilkinson, Prevent and Channel Strategic Manager	
Kent Channel panel (early intervention mechanism providing tailored support to people who have been identified as at risk of being drawn into terrorism) established at district and borough level	Nick Wilkinson, Prevent and Channel Strategic Manager	
Ongoing development of a PREVENT counter-terrorism risk assessment	Nick Wilkinson, Prevent and Channel Strategic Manager	
Quality Assurance approach introduced for business continuity plans to emphasise service accountability. This includes the testing of interdependencies between KCC business continuity plans and those of 3 <sup>rd</sup> parties	Stephanie Holt-Castle, Interim Director EPE	
Fire Safety Guidance provided by KCC reviewed and updated	Flavio Walker, Head of Health & Safety	
Local procedures have been and are being continually reviewed and refined for occasions the national threat level increases to critical. This includes an update of the Corporate Business Continuity Plan	Stephanie Holt-Castle, Interim Director EPE	
New approach to Business Continuity Governance arrangements implemented, to enable increased focus on directorate issues and complement KCC's cross-directorate Resilience group	Stephanie Holt-Castle, Interim Director EPE	
Review of Kent Resilience Forum Local Authorities Emergency Planning group's mutual aid arrangements with District Councils and other councils across the region undertaken	Lisa Guthrie, KCC Manager, Kent Resilience Team	
KCC has a Major Emergency Plan that is refreshed regularly	Tony Harwood, Resilience and Emergencies Manager	
<b>Action Title</b>	<b>Action Owner</b>	<b>Planned Completion Date</b>
Continued preparations for implications of future UK/EU relationship in relation to border friction, regulatory change etc.	Barbara Cooper, Corporate Director GET	October 2020 (review)
Implement a work programme to deliver Kent County Council compliance with the Radiation (Emergency Preparedness and Public Information) Regulations 2019, including amendments to the Dungeness Offsite	Tony Harwood, Resilience and Emergencies Manager	September 2020

Emergency Plan		
Response to, and recovery from, Coronavirus pandemic being managed, both at KCC level and with partners	Andrew Scott-Clark, Director Public Health / Barbara Cooper, Corporate Director GET	Ongoing

<b>Risk ID</b>	<b>CRR0005</b>	<b>Risk Title</b>	<b>Development of ICS/ICPs in Kent and Medway NHS system</b>			
<b>Source / Cause of Risk</b>	<b>Risk Event</b>	<b>Consequence</b>	<b>Risk Owner</b>	<b>Current Likelihood</b>	<b>Current Impact</b>	
<p>The Kent &amp; Medway NHS system is under significant pressure with increasing levels of demand driving across financial deficits across commissioner and provider budgets, placing pressure on the Kent &amp; Medway NHS system control total.</p> <p>In response the NHS in Kent and Medway is forming an Integrated Care System (ICS) with 8 CCGs having merged to form the basis of the System Commissioner, above four ICPs (Integrated Care Partnerships) and 42 PCN's (Primary Care Networks).</p> <p>The policy intent of structural reform is to deliver better strategic planning and delivery of health and social care services at place-based community level and shift from acute to primary and community level services.</p> <p>The relative roles and responsibilities between the proposed ICS and the emerging ICPs in Kent is still under development. The final legal structure and functional responsibilities of ICPs is still</p>	<p>Failure to develop more partnership and aligned health &amp; social care services and commissioning at both ICS and ICP level places pressure on system finances and hinders highest possible quality of care</p> <p>Development of four ICP generates additional demand/work on strategic leadership of KCC, particularly in ASCH and Public Health which has significant opportunity costs, including impact on business as usual activity.</p> <p>Multiple ICPs leads to differences in form, function and relationships between ICPs and the ICS and/or KCC which increases system complexity and leads to variation which increase costs/risks.</p> <p>System complexity leads to failure to meet statutory duties around the sufficiency of the care market, care quality and safeguarding.</p>	<p>Further deterioration in the financial and service sustainability of health and social care services in Kent and Medway.</p> <p>Additional budget pressures transferred to social care as system monies are used to close acute and primary care service gaps.</p> <p>Legal challenge/judicial review of decisions and decision-making framework for joint decisions.</p> <p>Social care and public health priorities not sufficiently factored into/shaping emerging ICS/ICP plans and priorities, weakening integrated approach.</p> <p>Focus on structural changes workstreams prevents more agile improvements/joint</p>	<p>Richard Smith, Interim Corporate Director Adult Social Care &amp; Health (ASCH)</p> <p>Vincent Godfrey, Strategic Commissioner</p> <p>Andrew Scott-Clark, Director Public Health</p> <p><b>Responsible Cabinet Member(s):</b></p> <p>Roger Gough, Leader of the Council</p> <p>Clair Bell, Adult Social Care and Public Health</p>	<p>Possible (3)</p> <p><b>Target Residual Likelihood</b></p> <p>Unlikely (2)</p>	<p>Serious (4)</p> <p><b>Target Residual Impact</b></p> <p>Serious (4)</p>	

under development and may require primary legislative change. Regulators (CQC / Ofsted) increasing review health and care services and the commissioning/performance of those services and 'system' level.	Lack of understanding within KCC of NHS policy and regulatory environment; and vice versa, lack of understanding of local authority legislative, policy and democratic environment in NHS.	working being undertaken. Reputational damage to either KCC or NHS or both in Kent. Adverse outcome from CQC local system review.
<b>Control Title</b>		<b>Control Owner</b>
Health Reform and Public Health Cabinet Committee provides non-executive member oversight and input of KCC involvement in the STP		Ben Watts, General Counsel
Senior KCC political and officer representation on the System Transformation Executive Board and System Commissioner Steering Group		Richard Smith, Interim Corporate Director ASCH Andrew Scott-Clark, Director Public Health Vincent Godfrey, Strategic Commissioner
Senior KCC level officer representation on the East Kent, West, North and Medway & Swale ICP Development Boards		Richard Smith, Interim Corporate Director ASCH
County Council agreed framework for KCC engagement within the ICS/ICPs		Richard Smith, Interim Corporate Director ASCH
A joint KCC and Medway Health and Wellbeing Board for system-wide related matters/issues has been established		David Whittle, Director SPRCA
Public Health Leadership for the STP Prevention workstream		Andrew Scott-Clark, Director Public Health
Working through KCC Public Health partnership with the Kent Community Healthcare Foundation Trust (KCHFT) to ensure Public Health improvement programmes are linked and delivered alongside Local Care through Primary Care Networks and other primary care providers (e.g. community pharmacy)		Andrew Scott-Clark, Director Public Health



<b>Risk ID</b>	<b>CRR0006</b>	<b>Risk Title</b>	<b>Resourcing implications arising from increasing complex adult social care demand</b>			
<b>Source / Cause of risk</b>	<b>Risk Event</b>	<b>Consequence</b>	<b>Risk Owner</b>	<b>Current Likelihood</b>	<b>Current Impact</b>	
Adult social care services across the country are facing growing pressures. The cost of adult social care services in Kent continues to increase due to the complexity of presenting need, including increasing numbers of young adults with long-term complex care needs.	Council is unable to manage and resource to future demand and its services consequently do not meet future statutory obligations and/or customer expectations.	Customer dissatisfaction with service provision.  Increased and unplanned pressure on resources.  Decline in performance.  Legal challenge resulting in adverse reputational damage to the Council.  Financial pressures on other council services.	Richard Smith, Interim Corporate Director Adult Social Care and Health (ASCH)	Likely (4)	Major (5)	
This is all to be managed against a backdrop of public sector funding restraint, implications arising from the implementation of the Care Act, increases in Deprivation of Liberty Assessments, impacts associated with reducing budgets of partner agencies and longer-term demographic pressures.			<b>Responsible Cabinet Member(s):</b>	<b>Target Residual Likelihood</b>	<b>Target Residual Impact</b>	
In addition, the Coronavirus pandemic is resulting in fluctuations for demand in services, with the expectation of increasing demand as recovery progresses. The workforce will face significant further pressure in the short, medium and long term against this backdrop of working in unprecedented conditions and delivering rapid			Clair Bell, Adult Social Care and Public Health	Possible (3)	Major (5)	

change		
Adult social care services are part of a complex system to meet needs, which requires the whole system to work cohesively.		
<b>Control Title</b>	<b>Control Owner</b>	
Regular analysis and refreshing of forecasts to maintain the level of understanding of volatility of demand, which feeds into the relevant areas of the MTFP and the business planning process	Richard Smith, Interim Corporate Director ASCH / Rachel Kennard, Chief Analyst	
Continued support for investment in preventative services through voluntary sector partners	Richard Smith, Interim Corporate Director ASCH / Vincent Godfrey, Strategic Commissioner	
Public Health & Social Care ensures effective provision of information, advice and guidance to all potential and existing service users, promoting self-management to reduce dependency	Andrew Scott-Clark, Director Public Health/ ASCH Divisional Directors	
Continual review and monitoring of demand in relation to Deprivation of Liberty assessments (DoLs) with external resources brought in as necessary. Increased data cleansing has led to an improved overview of backlog cases	Julie Davidson, Head of Strategic Safeguarding, Policy and Practice	
Targeted use of additional social care monies received from Government, investing in services which evidence suggests will have the greatest impact. Set out in Kent Integration and Better Care Fund plan.	Richard Smith, Interim Corporate Director ASCH	
New operating model for Adult Social Care and Health, including Promoting Wellbeing approach to help manage demand	Richard Smith, Interim Corporate Director ASCH	
Core services have been significantly adapted during the Coronavirus pandemic, requiring new models of delivery, realignment of staff, and delivery of services through remote provision where possible.	ASCH DMT and Heads of Services	
<b>Action Title</b>	<b>Action Owner</b>	<b>Planned Completion Date</b>
ASCH representatives are working with partners in the Kent Resilience Forum to assess health and social care impacts, contributing to a local recovery strategy and action plan	Richard Smith, Interim Corporate Director ASCH	September 2020 (review)

Ongoing monitoring and modelling of changes in supply and demand in order to inform strategies and service planning going forward. Rachel Kennard, Chief Analyst September 2020 (review)

<b>Risk ID</b>	<b>CRR0007</b>	<b>Risk Title</b>	<b>Resourcing implications arising from Children's Services demand (excludes SEND – covered in CRR0044)</b>			
<b>Source / Cause of risk</b>	<b>Risk Event</b>	<b>Consequence</b>	<b>Risk Owner</b>	<b>Current Likelihood</b>	<b>Current Impact</b>	
Local Authorities continue to face increasing demand for specialist children's services due to a variety of factors, including consequences of highly publicised child protection incidents and serious case reviews, policy/legislative changes etc.	High volumes of workflow into integrated children's services leading to unsustainable pressure being exerted on them (recognising seasonal spikes).	Children's services performance declines as demands become unmanageable.	Matt Dunkley, Corporate Director CYPE	Likely (4)	Major (5)	
At a local level KCC is faced with particular 'pressure points' in several districts.	Spike in demand for children's services in autumn once 'lockdown' measures are fully eased.	Failure to deliver statutory obligations and duties or achieve social value.	<b>Responsible Cabinet Member(s):</b>	<b>Target Residual Likelihood</b>	<b>Target Residual Impact</b>	
These challenges need to be met as children's services face increasingly difficult financial circumstances and operational challenges.	Future wave(s) of pandemic exacerbate pressures on children's services, with insufficient capacity to manage.	Additional financial pressures placed on other parts of the Authority at a time of severely diminishing resources and potentially difficult policy decisions required.				Possible (3)
The Council needs to remain aware of London Boroughs, utilising higher per-capita funding and large capital/reserve budgets to procure sites in Kent to ease their overspends on housing/homelessness, due to potential demand implications.		Ultimately an impact on outcomes for children, young people and their families.	Sue Chandler, Integrated Children's Services			
The Coronavirus pandemic has seen a reduction in referrals for support during lockdown, with no obvious reduction in need.						

Control Title	Control Owner	
The <i>Change for Kent Children</i> Programme is working to ensure that vulnerable families can access the right support through intensive work in Early Help Units and Step-Down Panels, open access services or through targeted casework	Stuart Collins, Director Integrated Children's Services (Early Help and Preventative Services Lead)	
Intensive focus on ensuring early help to reduce the need for specialist children's support services	Matt Dunkley, Corporate Director CYPE	
'Threshold' document outlines the criteria required by partners when making a referral and have been working with partners to promote aid appropriate application	Mark Janaway, Programme and Performance Manager, Kent Safeguarding Children Multi-Agency Partnership	
The Children's Social Work budget has been adjusted to compensate for additional demand	Cath Head, Head of Finance (Operations)	
Relationships with London Councils allow us to understand / test their intentions on an individual site basis regarding any large-scale potential purchasing of land to use for vulnerable family placements.	Debra Exall, Strategic Relationships Advisor	
Action Title	Action Owner	Planned Completion Date
Implementation of <i>Change for Kent Children</i> programme – phase 2	Matt Dunkley, Corporate Director, CYPE	September 2020 (review)
Modelling of latent demand related to Coronavirus pandemic to inform service resource planning.	Rob Comber, Transformation and Innovation Manager / Rachel Kennard, Chief Analyst	August 2020

<b>Risk ID</b>	<b>CRR0009</b>	<b>Risk Title</b>	<b>Future financial and operating environment for Local Government</b>			
<b>Source / Cause of risk</b>	<b>Risk Event</b>	<b>Consequence</b>	<b>Risk Owner (s)</b>	<b>Current Likelihood</b>	<b>Current Impact</b>	
<p>Financial, economic and societal impacts of Coronavirus pandemic and uncertainty regarding associated funding, exacerbating an already uncertain financial and operating environment, including lack of funding settlement beyond 2020-21 in the absence of Spending Review.</p> <p>The uncertainty also applies to services funded via ring-fenced specific grants. Of particular concern is the special educational needs and disability (SEND) provision funded by the Dedicated Schools Grant (DSG). The high needs block of DSG has not kept pace with the substantial increase in demand for SEND (see CRR0044) resulting in deficit accruing on DSG spending.</p> <p>The uncertainty also applies to capital expenditure funded by grants. In particular, the basic need grant is insufficient to provide the number of school places identified in the commissioning plan, so the council may not have capacity to incur additional borrowing costs to make up for the shortfall.</p>	<p>Additional costs, income losses and delays to savings plans incurred as a result of the Coronavirus pandemic are not reimbursed in full.</p> <p>Additional unfunded spending demands and continued real-terms funding reductions threaten the financial sustainability of KCC, its partners and service providers.</p> <p>In order to set a balanced budget, the council is likely to have to continue to make significant year on year savings. Quality of KCC commissioned / delivered services suffers as financial situation continues to worsen.</p> <p>Delays and uncertainty surrounding Spending / Fair Funding reviews / Business Rates retention impacts on KCC's medium term financial planning.</p>	<p>Unsustainable financial situation, ultimately resulting in s114 notice.</p> <p>Potential for partner or provider failure – including sufficiency gaps in provision.</p> <p>Reduction in resident satisfaction and reputational damage.</p>	<p>On behalf of CMT:</p> <p>Zena Cooke, Corporate Director Finance (Section 151 Officer)</p> <p><b>Responsible Cabinet Member(s):</b> All Cabinet Members</p>	<p>V. Likely (5)</p> <p><b>Target Residual Likelihood</b> Possible (3)</p>	<p>Major (5)</p> <p><b>Target Residual Impact</b> Serious (4)</p>	

<b>Control Title</b>	<b>Control Owner</b>	
Robust budgeting and financial planning in place via Medium Term Financial Planning (MTFP) process, including stakeholder consultation	Zena Cooke, Corporate Director Finance (Section 151 Officer)	
Processes in place for monitoring delivery of savings and budget as a whole, including identification of management action.	Zena Cooke, Corporate Director Finance (Section 151 Officer)	
KCC Quarterly Performance Report monitors key performance and activity information for KCC commissioned or delivered services. Regularly reported to Cabinet	Rachel Kennard, Chief Analyst	
Financial analysis conducted after each budget statement	Dave Shipton, Head of Finance (Policy, Strategy and Planning)	
Engagement with County Council Network, Society of County Treasurers other local authorities and Government of potential opportunities and issues around devolution and public reform	David Whittle, Director SPRCA	
Continued engagement with Government for a fair Basic Need allocation to meet the demand for school places	David Adams, Director Education	
Continued engagement with Government regarding High Needs funding concerns	Dave Shipton Head of Finance (Policy, Strategy and Planning)/ Matt Dunkley, Corporate Director CYPE	
<b>Action Title</b>	<b>Action Owner</b>	<b>Planned Completion Date</b>
Fundamental review of both the revenue budget and capital programme, involving budget amendment, considering the latest information available. To be presented to County Council in September.	Zena Cooke, Corporate Director Finance (Section 151 Officer)	September 2020
Work proactively with Government regarding how the new business rate retention scheme can be most effectively implemented	Dave Shipton, Head of Finance (Policy, Strategy and Planning)	TBC
Engage with Government for a fair-funding needs formula for Grant distribution and tariffs/top ups under business rate retention	Dave Shipton, Head of Finance (Policy, Strategy and Planning)	TBC
Assess impact of and respond to Government Spending Review	Dave Shipton, Head of Finance (Policy, Strategy and Planning)	November 2020

Assess impact of, and respond to, funding package from Government	Dave Shipton, Head of Finance (Policy, Strategy and Planning)	September 2020
Assess impact of, and respond to, Government plans for the future of social care	Richard Smith, Interim Corporate Director ASCH	TBC
Respond to recovery and devolution white paper	David Whittle, Director SPRCA	October 2020
Ensure evidence of any additional KCC spend required to cover impacts relating to the end of the UK/EU transition period is captured e.g. new burdens imposed.	Dave Shipton, Head of Finance (Policy, Strategy and Planning)	November 2020 (review)
Development of KCC Strategic Reset Framework, outlining how the Council will operate in future, taking into account implications of the Coronavirus pandemic.	David Whittle, Director SPRCA	July 2020
Development of KCC Interim Strategic Plan, outlining KCC priorities for the coming year, reflecting the operating environment.	David Whittle, Director SPRCA	October 2020



<b>Risk ID</b>	<b>CRR0014</b>	<b>Risk Title</b>	<b>Cyber-attack threats and their implications</b>			
<b>Source / Cause of Risk</b>	<b>Risk Event</b>	<b>Consequence</b>	<b>Risk Owner(s)</b>	<b>Current Likelihood</b>	<b>Current Impact</b>	
<p>The Council has a duty to protect personal and other sensitive data that it holds on its staff, service users and residents of Kent.</p> <p>KCC repels a high number of cyber-attacks on a daily basis, although organisations across all sectors are experiencing an increasing threat in recent times, exacerbated by the Coronavirus pandemic, and must ensure that all reasonable methods are employed to mitigate them (within resource constraints), both in terms of prevention and preparedness of response in the event of any successful attack.</p> <p>KCC's ICT Strategy will move the Authority's technology to cloud based services. It is important to harness these new capabilities in terms of both IT security and resilience, whilst emerging threats are understood and managed.</p> <p>In information terms the other factor is human. Technology can only provide a level of protection. Our staff must have a strong awareness of their responsibilities in terms of IT and information</p>	<p>Successful cyber-attack (e.g. 'phishing' scam) leading to loss or unauthorised access to sensitive business data.</p> <p>Significant business interruption caused by a successful attack.</p>	<p>Data Protection breach and consequent Information Commissioner's Office (ICO) sanction.</p> <p>Damages claims.</p> <p>Reputational Damage.</p> <p>Potential significant impact on business interruption if systems require shutdown until magnitude of issue is investigated.</p>	<p>Rebecca Spore, Director Infrastructure</p> <p>Ben Watts, General Counsel and KCC Data Protection Officer</p> <p>Amanda Beer, Corporate Director People and Communications</p> <p><b>Responsible Cabinet Member(s):</b></p> <p>Peter Oakford, Finance, Corporate and Traded Services</p> <p>Shellina Prendergast, Communications, Engagement</p>	<p>V. Likely (5)</p> <p><b>Target Residual Likelihood</b> Possible (3)</p>	<p>Major (5)</p> <p><b>Target Residual Impact</b> Serious (4)</p>	

security.	and People  Roger Gough, Leader
<b>Control Title</b>	<b>Control Owner</b>
Systems are configured in line with best practice security controls proportionate to the business information being handled. Systems are risk assessed and reviewed to ensure compliance is maintained	Kathy Stevens, ICT Compliance and Risk Manager
Staff are required to abide by IT policies that set out the required behaviour of staff in the use of the technology provided. These policies are reviewed on an annual basis for appropriateness	Kathy Stevens, ICT Compliance and Risk Manager
Continual awareness raising of key risks amongst the workforce and manager oversight	Internal Communications function / Rebecca Spore, Director Infrastructure / All Managers
Electronic Communications User Policy, Virus reporting procedure and social media guidelines in place	Andrew Cole, Head of ICT Strategy and Commissioning
External reviews of the Authority's security compliance are carried out to maintain accreditation and confirm best practice is applied	Kathy Stevens, ICT Compliance and Risk Manager
Persistent monitoring of threats, network behaviours and data transfers to seek out possible breaches and take necessary action	Kathy Stevens, ICT Compliance and Risk Manager
Data Protection and Information Governance training is mandatory and requires staff to refresh periodically. Progress rates monitored regularly	Ben Watts, General Counsel
Further training introduced relating to cyber-crime, cyber security and social engineering to raise staff awareness and knowledge	Kathy Stevens, Compliance and Risk Manager
Messages to encourage increased awareness of information security amongst staff are being communicated to align with key implementation milestones of the ICT Transformation Programme	Diane Trollope, Head of Engagement and Consultation
Procedures to address data breaches from KCC 'client side' perspective are covered within the Infrastructure business continuity plan	Kathy Stevens, ICT Compliance and Risk Manager
Monthly updated remediation plans produced for the Director of Infrastructure and Senior Information Risk Owner. Quarterly reporting to the Directorate Management Team	Kathy Stevens, ICT

		Compliance and Risk Manager
A Cyber incident response and management policy has been developed which strengthens the responsibilities and accountabilities across the Authority		Kathy Stevens, ICT Compliance and Risk Manager
Changes and additions to security controls remains an on-going theme as the Authority updates and embraces new technologies.		Andrew Cole, Head of ICT Strategy and Commissioning
Additional messages warning staff of cyber threats are being sent out regularly		Diane Trollope, Service Manager OD and Engagement.
<b>Action Title</b>	<b>Action Owner</b>	<b>Planned Completion Date</b>
Liaise with service partners / providers to ensure clarity regarding support available and respective responsibilities to address data breaches should they occur	Kathy Stevens, ICT Compliance and Risk Manager	September 2020
Implementation of action plan in response to findings of independent cyber-security and resilience review	Andrew Cole, Head of ICT Strategy and Commissioning	September 2020
Utilise new licensing agreement with Microsoft to enhance the security of KCC's infrastructure.	Andrew Cole, Head of ICT Strategy and Commissioning	October 2020 (review)

Risk ID	CRR0015	Risk Title	Managing and working with the social care market				
<b>Source / Cause of Risk</b>	<b>Risk Event</b>	<b>Consequence</b>	<b>Risk Owner</b>	<b>Current Likelihood</b>	<b>Current Impact</b>	<b>Target Residual Likelihood</b>	<b>Target Residual Impact</b>
A significant proportion of adult social care is commissioned out to the private and voluntary sectors. This offers value for money but also means that KCC is dependent on a buoyant market to achieve best value and give service users optimal choice and control.	Care home market (particularly residential and nursing care) not sustainable.	Gaps in the care market for certain types of care or in geographical areas meaning difficulty in placing some service users.	Richard Smith, Interim Corporate Director ASCH, in collaboration with Vincent Godfrey, Strategic Commissioner	V. Likely (5)	Major (5)	Possible (3)	Major (5)
Factors such as the introduction of the National Living Wage, potential inflationary pressures and uncertainty over care market workforce in light of new settled status arrangements mean that the care market is under pressure.	Inability to obtain the right kind of provider supply at affordable prices.	Significant numbers of care home closures or service failures.	<b>Responsible Cabinet Member(s):</b> Clair Bell, Adult Social Care and Public Health  Roger Gough, Leader of the Council				
The Coronavirus pandemic has added additional pressures, further threatening sustainability of the market.	Providers choose not to tender for services at Local Authority funding levels or accept service users with complex needs.						
<b>Control Title</b>				<b>Control Owner</b>			
Opportunities for joint commissioning and procurement in partnership with key agencies (i.e. Health) being regularly explored, including joint work regarding the provision of dementia nursing beds				Vincent Godfrey, Strategic Commissioner			
As part of the Commissioning Success model, Analytics function utilises data to inform decision making before moving commissioning activity forward				Rachel Kennard, Chief Analyst			
Regular engagement with provider and trade organisations				Vincent Godfrey, Strategic Commissioner			

Ongoing contract monitoring, working in partnership with the Access to Resources team	Clare Maynard, Head of Commissioning Portfolio – Outcome 2 and 3	
Ongoing monitoring of Home Care market and market coverage. Commissioners and operational managers review the capacity of the Home Care market with a view to developing a strategy to ensure market coverage	Clare Maynard, Head of Commissioning Portfolio – Outcome 2 and 3	
Ensuring contracts have indexation clauses built-in, managed through contract monitoring	Kieran Hannan, Strategic Commissioning	
KCC is part of local and regional Quality Surveillance Groups that systematically bring together the different parts of the health and care system to share information, identify and mitigate risks to quality, including those relating to care providers	Richard Smith, Interim Corporate Director ASCH (KCC lead)	
Older Person's accommodation strategy refreshed, which analyses demand and need and sets the future vision and direction for accommodation to support vulnerable Kent residents alongside the Adult Social Care Strategy – Your Life, Your Wellbeing.	Richard Smith, Interim Corporate Director ASCH	
Phase 1 of Care and Support in the Home Services contract live, combining homecare and community based supporting independence services. This has reduced the number of care packages being placed off contract	Tracey Schneider, Commissioning Manager	
Ongoing work to improve maturity of the market	Vincent Godfrey, Strategic Commissioner	
Phase 2 of the Care in the Home Services refresh commenced, bringing the various Discharge services and Supported Living Services under the "Care in the Home" Umbrella.	Tracey Schneider, Senior Commissioner	
New contracts commenced relating to Disability and Mental Health Residential Care services,	Paula Watson, Senior Commissioner	
<b>Action Title</b>	<b>Action Owner</b>	<b>Planned Completion Date</b>
Community Support Market Position Statement being refreshed, to inform market shaping, oversight and sustainability	Simon Mitchell, Interim Commissioner	March 2021
Analytical work is being conducted on assessments and reviews in adult social care to help inform key commissioning activity	Rachel Kennard, Chief Analyst	October 2020 (review)

<b>Risk ID</b>	<b>CRR0016</b>	<b>Risk Title</b>	<b>Delivery of New School Places is constrained by Basic Need allocation and the Education and Skills Funding Agency (ESFA)</b>			
<b>Source / Cause of risk</b>	<b>Risk Event</b>	<b>Consequence</b>	<b>Risk Owner</b>	<b>Current Likelihood</b>	<b>Current Impact</b>	
<p>A significant expansion of schools is required to accommodate major population growth, with impact in the short to medium term to secondary age. The "Basic Need" capital grant from Dept of Education (DfE) will not fund the expansion in full.</p> <p>There is a significant funding gap needing to be bridged to deliver the commissioning plan, created by cost pressures from higher than expected build costs, low contributions from developers (see risk CRR0003) and increases in pupil demand.</p> <p>The delivery of the plan is highly dependent upon securing a number of Free Schools in Kent over the period and that the ESFA complete the Free School projects on time and to an appropriate standard.</p> <p>The Coronavirus pandemic is also impacting on project delivery timescales and costs.</p>	<p>The expansion required may not be delivered, meaning KCC is not able to provide appropriate school places.</p> <p>Further upward demand pressures beyond what is forecast.</p>	<p>Some children must travel much further to attend a school, with a resulting impact on the transport budget.</p> <p>The duty to provide sufficient school places is not met, which may lead to legal action against the council.</p>	<p>Matt Dunkley, Corporate Director CYPE</p>	<p>Very Likely (5)</p>	<p>Serious (4)</p>	
			<b>Responsible Cabinet Member(s):</b>	<b>Target Residual Likelihood</b>	<b>Target Residual Impact</b>	
			<p>Richard Long, Education and Skills</p>	<p>Likely (4)</p>	<p>Significant (3)</p>	

<b>Control Title</b>	<b>Control Owner</b>	
The Kent Commissioning Plan contains the forecast expansion numbers and locations. A school expansion programme has been mapped, costed and kept under review	David Adams, Director Education	
The Officer-led Education Asset Board is being refreshed, which monitors school expansion capital programme, as well as Developer Contributions. Cabinet Committee and Cabinet also receive updates on the programme.	Ian Watts, Area Education Officer	
CYPE capital monitoring mechanism with Member involvement created, including Cabinet Committee twice yearly reporting.	David Adams, Director Education	
Policy and operations to secure sufficient developer contributions are overseen by Infrastructure Funding Group and approach to be updated in new Developer Contribution Policy, along with request for additional contributions.	David Adams, Director Education /Stephanie Holt-Castle, Interim Director Environment, Planning and Enforcement	
Regular negotiations take place with District Councils regarding allocation of contributions	Area Education Officers	
Close working with the ESFA and engagement of the DfE/ESFA, Secretary of State and Kent MPs, and raising of the issue via the County Councils Network	David Adams, Director Education / Richard Long, Cabinet Member Education Learning and Skills / Leader of the Council	
Regular meetings with ESFA officials to monitor progress at individual project level and identify ways in which KCC can help progress these projects (local delivery). Issues discussed with the Regional Schools Commissioner	David Adams, Director Education	
Contingency plans for alternative interim accommodation for each Free School project are being developed on a case-by-case basis i.e. temporary expansions to schools to meet immediate pressures, or the allocation of available places within existing schools.	David Adams, Director Education	
Additional budget relating to Covid-19 delays, to cover off pressures.	David Adams, Director Education	
<b>Action Title</b>	<b>Action Owner</b>	<b>Planned Completion Date</b>
Proactive consideration and preparation for future bids as part of schools	David Adams, Director	TBC – further details to be set

rebuilding programme.

Education

out at next Govt Spending  
Review



<b>Risk ID</b>	<b>CRR0022</b>	<b>Risk Title</b>	<b>Suitable accommodation and funding for Unaccompanied Asylum-Seeking Children (UASC)</b>			
<b>Source / Cause of risk</b>	<b>Risk Event</b>	<b>Consequence</b>	<b>Risk Owner</b>	<b>Current Likelihood</b>	<b>Current Impact</b>	
<p>While numbers of UASC have not yet reached 2015 levels, there is additional pressure on this service from new arrivals, plus current additional quarantine and social distancing requirements as well as significant numbers of age-disputed new arrivals. It may soon reach a point where the number of new arrivals cannot be managed within the service.</p> <p>Recent Government uplifts to funding are helping, although there are still legacy cost issues relating to care leavers.</p> <p>There are increasing numbers of age disputed cases, which need to be resolved before UASC are considered for transfer.</p>	<p>There is a risk that there will be insufficient accommodation, social work assessment capacity and support for UASC.</p>	<p>Impact on vulnerable young people. The Council would be unable to fulfil its statutory duties effectively.</p>	<p>Matt Dunkley, Corporate Director, CYPE</p>	<p>Likely (4)</p>	<p>Major (5)</p>	
	<p>Shortfall in funding the full cost associated with fulfilling the Council's statutory duties,</p>	<p>Additional budget pressures on the Authority.</p>	<p><b>Responsible Cabinet Member</b></p>	<p>Possible (3)</p>	<p>Serious (4)</p>	
	<p>Risk that other Local Authorities do not voluntarily accept UASC that arrive in Kent in sufficient numbers.</p>	<p>Operational and reputational risks.</p>	<p>Sue Chandler, Integrated Children's Services</p>	<p><b>Target Residual Likelihood</b></p>	<p><b>Target Residual Impact</b></p>	
<b>Control Title</b>			<b>Control Owner</b>			
National Transfer scheme re-invigorated, meaning some children have been transferred to other local authorities			Sarah Hammond, Director Integrated Children's Services			
The Council has utilised / re-purposed buildings in order to increase accommodation capacity in the short term			Rebecca Spore, Director Infrastructure			
Making representations to Government for additional support to deal with care leaver legacy costs			Roger Gough, Leader / Sue Chandler, Cabinet Member			



Risk ID	CRR0039	Risk Title	Information Governance			
<b>Source / Cause of risk</b>	<b>Risk Event</b>	<b>Consequence</b>	<b>Risk Owner</b>	<b>Current Likelihood</b>	<b>Current Impact</b>	
<p>The Council is required to maintain the confidentiality, integrity and proper use, including disposal of data under the Data Protection Act 2018, which is particularly challenging given the volume of information handled by the authority on a daily basis.</p> <p>General Data Protection Regulations (GDPR) came into effect that have introduced significantly increased obligations on all data controllers, including the Council.</p> <p>The Coronavirus pandemic introduces new risks e.g. staff adapting to new ways of working and increasing information security threats.</p> <p>There is insufficient resource available to undertake comprehensive oversight / assurance activity that provides assurance on compliance with existing information governance standards.</p> <p>There is a critical dependency on one of the Council's Local Authority Trading Companies (CBS) to support Information</p>	<p>Failure to embed the appropriate processes and procedures to meet regulations.</p> <p>Information security incidents (caused by both human error and / or system compromise) resulting in loss of personal data or breach of privacy / confidentiality.</p> <p>Council accreditation for access to government and partner ICT data, systems and network is withdrawn.</p> <p>Cantium Business Solutions prioritises commercial work or does not undertake information governance compliance work in an appropriate and timely fashion.</p>	<p>Information Commissioner's Office sanction (e.g. undertaking, assessment, improvement, enforcement or monetary penalty notice issued against the Authority).</p> <p>Serious breaches under GDPR could attract a fine of €20m.</p> <p>Increased risk of litigation.</p> <p>Reputational damage.</p>	<p>Ben Watts, General Counsel and Data Protection Officer in collaboration with David Whittle, Senior Information Risk Owner</p> <p><b>Responsible Cabinet Member(s):</b></p> <p>Roger Gough, Leader</p> <p>Shellina Prendergast, Communications, Engagement and People</p>	<p>V. Likely (5)</p> <p><b>Target Residual Likelihood</b></p> <p>Unlikely (2)</p>	<p>Serious (4)</p> <p><b>Target Residual Impact</b></p> <p>Serious (4)</p>	

<p>Governance compliance for the KCC systems and network.</p> <p>KCC services' requirement for non-standard systems creates vulnerabilities.</p>	
<b>Control Title</b>	<b>Control Owner</b>
Data Protection Officer in place to act as designated contact with the Information Commissioner's Office	Ben Watts, General Counsel
Caldicott Guardian appointed with support to undertake the role	Richard Smith, Interim Corporate Director ASCH
Senior Information Risk Owner for the Council appointed with training and support to undertake the role	David Whittle, Director SPRCA
Corporate Information Governance group to allow for effective management of information governance risks and issues between the DPO, SIRO and Caldicott Guardian	Ben Watts, General Counsel
Management Guide / Operating Modules on Information Governance in place, highlighting key policies and procedures	Caroline Dodge, Team Leader Information Resilience & Transparency
A number of policies and procedures are in place including KCC Information Governance Policy; Information Governance Management Framework; Information Security Policy; Data Protection Policy; Freedom of Information Policy; and Environmental Information Regulations Policy all in place and reviewed regularly	Ben Watts, General Counsel
Staff are required to complete mandatory training on Information Governance and Data Protection and refresh their knowledge every two years as a minimum	Ben Watts, General Counsel / Amanda Beer, Corporate Director People and Communications
ICT Commissioning function has necessary working / contractual relationship with the Cantium Business Solutions to require support on KCC ICT compliance and audit	Rebecca Spore, Director of Infrastructure
Information Resilience and Transparency team in place, providing business information governance support	Caroline Dodge, Team Leader Information Resilience & Transparency
Privacy notices as well as procedures/protocols for investigating and reporting data breaches reviewed and	Caroline Dodge, Team Leader

updated		Information Resilience & Transparency
<b>Action Title</b>	<b>Action Owner</b>	<b>Planned Completion Date</b>
Utilise new licensing agreement with Microsoft to enhance the security of KCC's infrastructure.	Andrew Cole, Head of ICT Strategy and Commissioning	October 2020 (review)

Risk ID	CRR0040	Risk Title	Financial, governance and service delivery risks associated with KCC's Local Authority Trading Companies (LATCos)				
Source / Cause of risk	Risk Event	Consequence	Risk Owner	Current Likelihood	Current Impact	Target Residual Impact	
<p>KCC has established a number of wholly-owned companies delivering a wide range of professional services that can bring benefits such as a change in culture and a more commercial approach to delivering services; more freedom to invest; the ability to secure new external clients; and the ability to grow the business and return a dividend to the Council as shareholder.</p> <p>As with any company start-ups, there will also be risks to be managed, which are increased due to the coronavirus pandemic.</p> <p>With the increased number of wholly owned companies, the council has reached a cross-over point where the wider objectives of the shareholder (KCC) is of at least the same importance as the individual needs of the new companies.</p> <p>KCC does not make the necessary internal changes / decisions (e.g. internal commissioning arrangements) necessary to support the delivery of the agreed business plans of</p>	<p>Expected financial dividends not met or return on investment takes longer than planned to achieve.</p> <p>One or more company acts in a way that does not fit with KCC's values.</p> <p>Council attempts to manage or run individual companies rather than acting as shareholder to extract the maximum value and benefit for the council in terms of both financial return and delivery of our identified outcomes as the owner of the businesses.</p> <p>Insufficient quality of service from company to KCC 'client'.</p>	<p>Additional pressures on Council budget.</p> <p>Reputational damage.</p> <p>Companies may not be able to take advantage of commercial opportunities if decision-making is restricted.</p>	<p>Ben Watts, General Counsel</p> <p>Zena Cooke, Corporate Director Finance (Section 151 Officer)</p> <p><b>Responsible Cabinet Member(s):</b></p> <p>Peter Oakford, Finance, Corporate and Traded Services</p>	V. Likely (5)	Serious (4)	<p><b>Target Residual Likelihood</b></p> <p>Unlikely (2)</p>	Moderate (2)

trading companies.		
<b>Control Title</b>	<b>Control Owner</b>	
Governance: shareholder and company boards exist for KCC-owned companies with respective roles, with matters reserved for shareholder decision outlined	Ben Watts, General Counsel	
Cultural and change factors are built into the planning for proposed creation of alternative service delivery models	Amanda Beer, Corporate Director People and Communications	
KCC's Group Audit function conducts audits for KCC-owned companies	Jonathan Idle, Head of Internal Audit	
Robust business cases developed for proposed new companies, subject to Member and Officer scrutiny – including consideration of market potential, governance arrangements etc.	Relevant Cabinet Member and Corporate Director.	
KCC company governance and ownership reviewed with updates given to Policy & Resources Cabinet Committee	Peter Oakford, Cabinet Member for Finance, Corporate and Traded Services / Ben Watts, General Counsel / Zena Cooke, Corporate Director Finance (Section 151 Officer)	
<b>Action Title</b>	<b>Action Owner</b>	<b>Planned Completion Date</b>
Monthly finance monitoring produced by HoldCo for review by KCC Finance	Zena Cooke, Corporate Director Finance (Section 151 Officer)	March 2021

<b>Risk ID</b>	<b>CRR0044</b>	<b>Risk Title</b>	<b>High Needs Funding shortfall</b>			
<b>Source / Cause of risk</b>	<b>Risk Event</b>	<b>Consequence</b>	<b>Risk Owner</b>	<b>Current Likelihood</b>	<b>Current Impact</b>	
The demand for Special Educational Needs and Disability (SEND) support is rising and at a much faster rate than the school age population, and the Council's Dedicated Schools Grant (DSG) budget is overspending on the High Needs Block and has already accrued a deficit on the DSG reserve.	Inability to manage within budget going forward.	Continued funding of deficit on the DSG reserve by net surplus balances in other reserves becomes unsustainable, impacting on the financial resilience of the Council.	Matt Dunkley, Corporate Director CYPE	Likely (4)	Major (5)	
Corresponding pressure on some of KCC's non-DSG SEND related budgets e.g. SEN Home to School Transport, is also being experienced.	Inability to reduce accumulated deficit on Dedicated Schools Grant reserve.	Impact on support for children with SEND (cross reference to CRR0047)	<b>Responsible Cabinet Member(s):</b> Richard Long, Education & Skills	<b>Target Residual Likelihood</b> Possible (3)	<b>Target Residual Impact</b> Serious (4)	
Consequently, meeting the needs of children and young people with SEND within available resources is becoming ever more challenging.						
The ability to forecast costs in future years is difficult.						
The Department for Education (DfE) is introducing tighter reporting requirements on local authorities who have a deficit in their DSG account.						



Control Title	Control Owner	
Continual lobbying of Government on two matters; increased funding in both the short and medium term, and structural changes to government policy to help reduce the demand i.e. via County Council Network, Association of Directors' of Children's Services. Includes provision of evidence of the impact of the High Needs pressures on the quality of education children receive, schools, other providers and the Local Authority.	Roger Gough, Leader of the Council and /Richard Long, Cabinet Member Education & Skills / Matt Dunkley, Corporate Director CYPE	
KCC conducted a review of provision for pupils in mainstream schools with High Needs, introducing changes aiming to ensure the number of High Needs pupils in mainstream schools does not contribute to the current budget pressures.	Karen Stone, Interim Finance Business Partner / David Adams, Director of Education	
Specific top up funding rates provided for SEND pupils placed in mainstream schools for eligible children and young people, agreed with Schools' Funding Forum.	Karen Stone, Interim Finance Business Partner / David Adams, Director of Education	
Block payment arrangement negotiated with Further Education colleges for 2018-19 and 2019-20. For this early confirmation and certainty in funding colleges are expected to absorb inflationary pressures and provide support to any growth in the number of post 16 young people with High Needs.	Karen Stone, Interim Finance Business Partner / David Adams, Director of Education	
Action Title	Action Owner	Planned Completion Date
Implementation of SEND Written Statement of Action to better address the relationship between learner need, outcomes, provision and cost. Including: <ul style="list-style-type: none"> <li>- Building capacity and an inclusive ethos in mainstream schools to improve teaching and confidence in supporting more children with higher levels of need.</li> <li>- Tighter commissioning arrangements to drive down the cost of placements in Independent Non-Maintained Special Schools</li> </ul>	Matt Dunkley, Corporate Director CYPE	October 2020 (review)
As and when required by the DfE, a recovery plan is to be produced outlining how KCC can bring in-year spending in line with in-year funding, and fully repay the accumulated deficit on the DSG reserve account. To be presented to the Schools' Funding Forum and approved by the Council's Section 151 Officer	David Adams, Director of Education / Zena Cooke, Corporate Director Finance (Section151 Officer).	September 2020 (review)

<b>Risk ID</b>	<b>CRR0047</b>	<b>Risk Title</b>	<b>Adequacy of support for children with Special Educational Needs and Disabilities (SEND) – implementation of Kent Local Area SEND Written Statement of Action</b>			
<b>Source / Cause of risk</b>	<b>Risk Event</b>	<b>Consequence</b>	<b>Risk Owner</b>	<b>Current Likelihood</b>	<b>Current Impact</b>	
Ofsted and the Care Quality Commission (CQC) conducted a joint inspection of the local area of Kent in early 2019, to judge the effectiveness of the area in implementing the disability and special educational needs reforms set out in the Children and Families Act 2014.	Insufficient improvement in areas identified within timescales.	Adverse impact on outcomes for vulnerable young people  Dissatisfaction from families  Potential for legal action if statutory time limits or processes are not met.	Matt Dunkley, Corporate Director CYPE	Likely (4)	Major (5)	
While a number of strengths were identified, a number of weaknesses and areas of concern were raised.			<b>Responsible Cabinet Member(s):</b>	<b>Target Residual Likelihood</b>	<b>Target Residual Impact</b>	
In response to these concerns a programme has been identified across both KCC and Clinical Commissioning Groups to implement the changes and improvements required.			Sue Chandler, Integrated Children's Services	Unlikely (2)	Major (5)	
The programme is being delivered against a challenging backdrop of significant increases in demand and a shortfall in High Needs funding (see risk CRR0044), while some aspects of the programme are being revised to take account of implications of the Coronavirus pandemic.						

Control Title	Control Owner	
0-25 Health and Wellbeing Board is the strategic board for children's services that oversees delivery of these services in Kent.	Matt Dunkley, Corporate Director CYPE (KCC lead)	
SEND Improvement Board established, meeting monthly, to ensure collaborative working across education, health and social care, to have a strategic overview of services and drive the operational workstreams that have been developed to address each area of significant weakness.	Matt Dunkley, Corporate Director CYPE (KCC lead)	
SEND Steering Group in place, with responsibility for coordinating activity and tracking progress across the five identified workstreams in the Written Statement of Action, reporting into the Improvement Board.	Mark Walker, Interim Director of SEND and Disabled Children's Services	
Robust programme management in place, ensuring appropriate integration between workstreams and delivery plan.	Mark Walker, Interim Director of SEND and DC services	
Kent Joint SEND vision established	Matt Dunkley, Corporate Director CYPE (KCC lead)	
Action Title	Action Owner	Planned Completion Date
Development of a local area SEND Strategy in collaboration with partners, which goes beyond the Written Statement of Action to enable sustained improvement and transform Kent's SEND offer.	Mark Walker, Interim Director of SEND and Disabled Children's Services	September 2020 (review)
<p>In collaboration with partners, implement the SEND Improvement Programme, which includes delivery of requirements detailed in the Kent Written Statement of Action, covering five key workstreams relating to:</p> <ul style="list-style-type: none"> <li>-Parental engagement and co-production</li> <li>-Inclusive practice and the outcomes, progress and attainment of children and young people.</li> <li>-Quality of Education, Health and Care Plans</li> <li>-Joint commissioning and governance</li> <li>-Service provision</li> </ul>	Mark Walker, Interim Director of SEND and Disabled Children's Services (KCC lead)	March 2021

Risk ID	CRR0048	Risk Title	Maintenance and modernisation of KCC Estate			
<b>Source / Cause of risk</b>	<b>Risk Event</b>	<b>Consequence</b>	<b>Risk Owner</b>	<b>Current Likelihood</b>	<b>Current Impact</b>	
While there has been significant investment in parts of our estate over time, there will never be enough funding available to satisfy all aspirations relating to modernisation of our estate.	Lack of affordable capital programme, meaning insufficient investment in KCC estate to ensure it remains safe and fit-for-purpose.	Business interruption due to increasing level of reactive / emergency repairs required, or parts of the estate decommissioned (in whole or partially) if deemed unsafe	On behalf of CMT:  Rebecca Spore, Director of Infrastructure	Likely (4)	Serious (4)	
It is becoming increasingly challenging to ensure that all of our property assets are maintained to a sufficient standard, so that they are safe and fit-for-purpose.		Adverse impact on achievement of environmental targets.	<b>Responsible Cabinet Member(s):</b>	<b>Target Residual Likelihood</b>	<b>Target Residual Impact</b>	
As parts of our estate age (e.g. some of our schools and our corporate headquarters), maintenance and / or modernisation costs will increase, and will be sub-optimal in terms of our environmental footprint and supporting new working practices.		Adverse impact on opportunities to rethink current working practices and adopt new ways of working	Peter Oakford, Finance, Corporate and Traded Services	Possible (3)	Serious (4)	
Ongoing investment to maintain and modernise our estate continues to compete with the other priorities to protect frontline services from effects of public sector funding restraint.		Impact on staff morale and productivity.				
Property asset considerations need to be viewed as part of a strategic picture alongside technology and people strategies and the appetite for change						

<p>tested.</p> <p>The Coronavirus pandemic has accelerated the pace of change to working practices, while also having adverse impact the council's capital programme.</p>		
<b>Control Title</b>	<b>Control Owner</b>	
Service Asset Utilisation Board reviews how service strategies align with use of assets and potential for changes	Barbara Cooper, Corporate Director GET	
Safety factors associated with our assets are given priority during the budget setting process.	Zena Cooke, Corporate Director Finance (Section 151 Officer)	
An annual programme of planned preventative maintenance is undertaken at KCC sites by the relevant Facilities Management contract partners	Vikram Bhatia, Infrastructure Commissioning	
Property commissioning function takes a 'hands on' approach to building compliance management	Vikram Bhatia, Infrastructure Commissioning	
<b>Action Title</b>	<b>Action Owner</b>	<b>Planned Completion Date</b>
Revisit KCC's Property Asset Strategy, reviewing the principles and ensuring an effective locality offer matched to need, in the context of financial constraints	Rebecca Spore, Director of Infrastructure	TBC
Development of rolling 3-year Condition Programme in order to gain a clearer picture of long-term backlog of works	James Sanderson, Strategic Capital Programme Manager	TBC
Consolidated lifecycle plan to be developed for properties	Lifecycle Programme Manager	TBC

<b>Risk ID</b>	<b>CRR0049</b>	<b>Risk Title</b>	<b>Fraud and Error</b>			
<b>Source / Cause of risk</b>	<b>Risk Event</b>	<b>Consequence</b>	<b>Risk Owner</b>	<b>Current Likelihood</b>	<b>Current Impact</b>	
As with any organisation, there is an inherent risk of fraud and/or error that must be acknowledged and proactively managed.  The fraud threat posed during emergency situations is higher than at other times, and all public bodies should be attuned to the risks facing their organisations and the public sector.  It is critical that management implements a sound system of internal control and demonstrates commitment to it at all times, and that investment in fraud prevention and detection technology and resource is sufficient.  This includes ensuring that new emerging fraud/error issues are sufficiently risk assessed.	Failure to prevent or detect significant acts of fraud or error from either internal or external sources.	Financial loss leading to pressures on budgets that may impact the provision of services to service users and residents  Reputational damage, Particularly if the public see others gaining services or money that are not entitled to, leading to resentment by the public against others.	Zena Cooke, Corporate Director Finance (Section 151 Officer)  <b>Responsible Cabinet Member(s):</b>  Peter Oakford, Finance, Corporate and Traded Services	Likely (4)	Serious (4)	
				<b>Target Residual Likelihood</b>	<b>Target Residual Impact</b>	
				Unlikely (2)	Significant (3)	
<b>Control Title</b>				<b>Control Owner</b>		
Anti-fraud and corruption strategy in place and reviewed annually				James Flannery, Counter-Fraud Manager		
Systems of internal control which aim to prevent fraud and increase the likelihood of detection				Corporate Management		

		Team/Statutory Officers
Internal Audit includes proactive fraud work in its annual audit plan, identifying potential areas where frauds could take place and checking for fraudulent activity.		Jonathan Idle, Head of Internal Audit
Training and awareness raising is conducted periodically		James Flannery, Counter-Fraud Manager / Amanda Beer, Corporate Director People and Communications
Preventing Bribery Policy in place, presenting a clear and precise framework to understand and implement the arrangements required to comply with the Bribery Act 2010		James Flannery, Counter-Fraud Manager
Whistleblowing Policy in place for the reporting of suspicions of fraud or financial irregularity		James Flannery, Counter-Fraud Manager
KCC is part of the Kent Intelligence Network (KIN), a joint project between 12 district councils, Medway Council, Kent Fire & Rescue and Kent County Council which analyses and data matches financial and personal information to allow fraudulent activity in locally administered services to be detected more proactively within Kent		Nick Scott, Operations Manager, Kent Intelligence Network / James Flannery, Counter-Fraud Manager (KCC lead)
An agreed Memorandum of Understanding is in effect with partners (District Councils, Police and Fire Service) outlining the minimum standards expected to be applied by collection authorities (District Councils) to address fraud and error relating to council tax and business rates. Additional work jointly funded to identify and investigate high risk cases based on each authority's share of the tax base.		Dave Shipton, Head of Finance (Policy, Strategy and Planning)
Counter-fraud resources reviewed and increased		Jonathan Idle, head of Internal Audit
<b>Action Title</b>	<b>Action Owner</b>	<b>Planned Completion Date</b>
Fraud risk assessments have been developed by the Counter-Fraud team and are being considered by service directorates to aid awareness and facilitate appropriate mitigations.	Directorate Management Teams	November 2020 (review)
Review existing arrangements for segregation of duties, with focus on high risk areas e.g. commissioning/procurement	James Flannery, Counter-Fraud Manager	September 2020 (review)

<b>Risk ID</b>	<b>CRR0050</b>	<b>Risk Title</b>	<b>CBRNE incidents, communicable diseases and incidents with a public health implication</b>			
<b>Source / Cause of risk</b>	<b>Risk Event</b>	<b>Consequence</b>	<b>Risk Owner</b>	<b>Current Likelihood</b>	<b>Current Impact</b>	
<p>The Council, along with other Category 1 Responders in the County, has a legal duty to establish and deliver containment actions and contingency plans to reduce the likelihood, and impact, of high impact incidents and emergencies.</p> <p>The Director of Public Health has a legal duty to gain assurance from the National Health Service and Public Health England that plans are in place to mitigate risks to the health of the public including outbreaks of communicable diseases e.g. Pandemic Influenza.</p>	<p>Insufficient capacity / resource to deliver response and recovery concurrently for a prolonged period, alongside other potential incidents, including potential future wave(s) of Coronavirus.</p>	<p>Potential increased harm or loss of life if response is not effective.</p> <p>Increased financial cost in terms of damage control and insurance costs.</p> <p>Adverse effect on local businesses and the Kent economy.</p> <p>Possible public unrest and significant reputational damage.</p> <p>Legal actions and intervention for failure to fulfil KCC's obligations under the Civil Contingencies Act or other associated legislation.</p>	<p>On behalf of CMT:</p> <p>Andrew Scott-Clark, Director Public Health</p> <p><b>Responsible Cabinet Member(s):</b></p> <p>Clair Bell, Adult Social Care and Public Health</p>	<p>V. Likely (5)</p> <p><b>Target Residual Likelihood</b></p> <p>Possible (3)</p>	<p>Major (5)</p> <p><b>Target Residual Impact</b></p> <p>Major (5)</p>	
<b>Control Title</b>			<b>Control Owner</b>			
KCC and local Kent Resilience Forum partners have tested preparedness for chemical, biological, radiological, nuclear and explosives (CBRNE) incidents and communicable disease outbreaks in line with national requirements. The Director of Public Health has additionally sought and gained assurance from the local Public Health England office and the NHS on preparedness and maintaining business continuity			Andrew Scott-Clark, Director Public Health			
The Director of Public Health works through local resilience fora to ensure effective and tested plans are in place for the wider health sector to protect the local population from risks to public health.			Andrew Scott-Clark, Director Public Health			
Kent Resilience Forum has a Health sub-group to ensure co-ordinated health services and Public Health			Andrew Scott-Clark, Director			



England planning and response is in place	Public Health
DPH now has oversight of the delivery of immunisation and vaccination programmes in Kent through the Health Protection Committee DPH has regular teleconferences with the local Public Health England office on the communication of infection control issues DPH or consultant attends newly formed Kent and Medway infection control committee	Andrew Scott-Clark, Director Public Health
Utilising data sets from Public Health England to give a picture of Covid-19 across Kent	Andrew Scott-Clark, Director Public Health
Health Protection Board feeds into KRF Health and Care cell.	Andrew Scott-Clark, Director Public Health (KCC lead)
There is coverage across Kent for Covid-19 testing, with regional and/or mobile testing sites.	Andrew Scott-Clark, Director Public Health
Kent Resilience Forum Local Outbreak Control Plan published, building on existing health protection plans already in place between Kent County Council, Medway Council, Public Health England - South East, the 12 Kent District and Borough Council Environmental Health Teams, the Strategic Coordinating Group of the Kent Resilience Forum, Kent and Medway Clinical Commissioning Group and other key partners.	Andrew Scott-Clark, Director Public Health
"Protect Kent and Medway, Play your Part" media campaign	Andrew Scott-Clark, Director Public Health (KCC lead)

<b>Risk ID</b>	<b>CRR0051</b>	<b>Risk Title</b>	<b>Maintaining or Improving workforce health, wellbeing and productivity throughout Coronavirus response and recovery</b>			
<b>Source / Cause of risk</b>	<b>Risk Event</b>	<b>Consequence</b>	<b>Risk Owner</b>	<b>Current Likelihood</b>	<b>Current Impact</b>	
<p>The Coronavirus pandemic has required the council's workforce to substantially adapt the way it operates and delivers services at short notice. This brings with it opportunities to accelerate programmes of change, improve productivity, wellbeing and promote our employer brand, but also, in the short term at least, risks that require close monitoring and management.</p> <p>Staff across the organisation continue to work under intense operational pressures, with some still balancing caring / childcare responsibilities while working from home.</p>	<p>Staff mental and physical fatigue or due to prolonged period of response and recovery, while adapting to a new working environment.</p>	<p>Increased absence levels</p>	CMT	Possible (3)	Serious (4)	
	<p>Lack of depth / resilience of key personnel or teams.</p>	<p>Impact on productivity (could be positive or negative)</p>	<p><b>Responsible Cabinet Member(s):</b></p> <p>Shellina Prendergast, Communications, Engagement and People</p>	<p><b>Target Residual Likelihood</b></p> <p>Unlikely (2)</p>	<p><b>Target Residual Impact</b></p> <p>Serious (4)</p>	
	<p>Lack of managerial capacity and / or capability to deliver in new environment</p>	<p>Insufficient capacity should future wave of pandemic occur.</p>				
<b>Control Title</b>				<b>Control Owner</b>		
Comprehensive resources and tools available for staff to access, including Support Line counselling services, i-resilience tool, mindfulness and wellbeing sessions, tailored to staff groups as appropriate.				Amanda Beer, Corporate Director, People and Communications		
Intranet site contains dedicated Covid-19 area, with latest advice and guidance – including staff FAQs, Keeping Well, Comfort and Safety and Remote Working				Diane Trollope, Service Manager, OD and Engagement		
Comprehensive Covid-19 work and wellbeing staff survey conducted, to build understanding of current picture				Diane Trollope, Service		

and inform future planning and action.	Manager, OD and Engagement	
Health & Safety team support for services, including updated Covid-19 related advice and guidance e.g. with Task Safety Analysis and supporting use of premises safely during response and recovery.	Flavio Walker, Head of Health & Safety	
Regular engagement with recognised trades unions	Paul Royel, Head of HR and OD	
Additional guidance produced for staff on Display Screen Equipment self-assessments when working from home on a semi-permanent basis.	Flavio Walker, Head of Health and Safety	
Promoting even more regular communications between managers and their teams while working remotely via 'Good Conversations' tools etc.	Diane Trollope, Service Manager, OD and Engagement	
KCC's Organisation Design Principles refreshed	Paul Royel, Head of HR and OD	
<b>Action Title</b>	<b>Action Owner</b>	<b>Planned Completion Date</b>
Refocusing of KCC medium-term Organisation Development plan.	Diane Trollope, Service Manager, OD and Engagement	September 2020
Utilising feedback from the staff survey, engagement with managers across the organisation to explore solutions and devise next steps	Diane Trollope, Service Manager, OD and Engagement	August 2020
Review of KCC's values, behaviours and culture	Diane Trollope, Service Manager, OD and Engagement	September 2020