

Risk Management Policy 2022/23



1.0 BACKGROUND

1.1 This combined Risk Management Policy details the Council's framework for managing business risk. The management of risk is now acknowledged as a feature of public sector management. It is an integral part of the Council's Corporate Governance arrangements and the Council has a statutory responsibility under the Account and Audit Regulations to put in place arrangements for the management of risks.

1.2 The definition of risk varies. ALARM (the Association of Local Authority Risk Managers) defines Risk Management as follows:

"Risk Management is the culture, processes and structures that are directed towards effective management of potential opportunities and threats to the organisation achieving its objectives".

1.3 Developing and improving public services in the current challenging climate requires opportunities to be taken whilst managing the risks involved. Therefore Mid Devon District Council's definition of Risk Management is:

"The planned and systematic approach to identify, evaluate and manage the risks to, and opportunities for, the achievement of objectives"

1.4 The overall process of managing risk can be divided into:

- The identification and analysis of risks and opportunities
- Risk management, which encompasses the planning, controlling and monitoring of the information derived from the risk analysis.

2.0 PURPOSE, AIMS AND OBJECTIVES

2.1 The purpose of the Policy is to embed risk management in the Authority by establishing a risk management framework, which provides:

- An efficient control environment
- Accountability for risk management throughout the organisation
- A culture where officers and Members are able to be more creative and innovative in taking opportunities that benefit the Council and the District provided that there is clear analysis of the risks and a robust justification for the decision
- A well-established risk assessment process which ensures that risks are considered and managed as part of the decision making process
- Performance monitoring of risk management activity
- Communications process to support risk management

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- ❑ A robust opinion for the Annual Governance Statement which comments of the adequacy of the Council's risk management arrangements
- 2.2 The aim of the MDDC Risk Management Policy is to adopt best practices in the identification and evaluation of risks and opportunities and the cost-effective control of risks to ensure that they are reduced to an acceptable level.
- 2.3 It is acknowledged that some risks will always exist and will never be eliminated. All employees must understand the nature of risk and accept responsibility for risks associated with their area of authority. The necessary support, assistance and commitment of senior management will be provided.
- 2.4 The risk management objectives of the Council are to:
 - ❑ Embed risk management into the culture of the Council
 - ❑ Fully incorporate risk management as an integral part of corporate planning, business planning, project management and performance management
 - ❑ Manage risk in accordance with best practice and in particular in accordance with the requirements of the Annual Governance Statement
 - ❑ Consider legal compliance as a minimum
 - ❑ Prevent injury and damage and reduce the cost of risk
 - ❑ Raise awareness of the need for risk management
- 2.5 These objectives will be achieved by:
 - ❑ Establishing a clear risk management process that is communicated to all officers and Members
 - ❑ Clearly define roles and responsibilities for risk management
 - ❑ Developing an action plan for embedding risk management with tasks and milestones for monitoring progress against targets
 - ❑ Providing risk management training to officers and members
 - ❑ Completing corporate and operational risk management workshops to identify risks
 - ❑ Conducting risk management workshops to identify the risks of any major projects
 - ❑ Maintaining and reviewing a register of corporate, operational and project risks and assigning ownership for each risk
 - ❑ Ensuring that reports to the Cabinet, Scrutiny Committee, Audit Committee, Policy Development Groups (PDGs) and Regulatory Committees include a risk assessment
 - ❑ Identifying risks and opportunities in relation to working in partnerships
 - ❑ Ensuring that the Cabinet **and** Audit Committee, **Scrutiny Committee** and PDGs receive regular reports on the key business risks and take action to ensure that business risks are being actively managed.

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- 2.6 The following sections consider how the Council will implement the above objectives.

3.0 ROLES AND RESPONSIBILITIES

- 3.1 The following groups and individuals have the following roles and responsibilities for risk management within the Council.

- 3.2 The **Audit Committee** will approve this Risk Management Policy and any subsequent revisions. They will also monitor the effective development and operation of risk management within the Council by receiving regular progress reports on the Council's key business risks, take appropriate action to ensure that they are being actively managed and will consider the adequacy of the Council's risk management arrangements as part of the Annual Governance Statement.

- 3.3 The **Leadership Team** is primarily responsible for setting the organisation's risk appetite and identifying corporate strategic risks, as well as being responsible for determining action on these risks and delegating responsibility for the control of the risks. The wider management will also be responsible for monitoring the progress of managing risks and will review the reports to the PDGs, Audit Committee, Cabinet and Scrutiny Committee.

- 3.4 The **Cabinet** will monitor the effective development and operation of risk management within the Council by receiving regular progress reports on the Council's key business risks through the performance and risk report.

- ~~3.5 The **Scrutiny Committee** will also receive regular progress reports on the risks through the performance and risk report. Any concerns or issues will be reported to the Cabinet and/or Audit Committee.~~

- ~~3.6 The **Policy Development Groups (PDGs)** will receive updates on risks relating to any policy development matters. Any concerns or issues will be reported to the Cabinet.~~

- 3.7 The **Leader of the Council** will:

- Communicate the importance of risk management to other Members
- Act as a sounding board and provide a critical friend challenge to the risk management process

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3.8 **Directors/Corporate Managers** will be responsible for:

- ❑ Leading the risk management process within their services and ensuring that business plans include an annual assessment of key risks
- ❑ Identifying and managing significant operational risks by carrying out risk assessments with their teams as and when this becomes appropriate i.e. if making a significant change to service or undertaking a project
- ❑ Developing actions to mitigate the risks identified, assigning responsibility for implementing controls and set realistic target dates for implementation
- ❑ Ensuring that all risks are on the corporate risk register (the Key Business Risks will be held on SPAR and other service risk assessments held on the corporate health and safety drive)
- ❑ Regularly reviewing risks associated with their service area(s) ensuring that the agreed actions and deadlines have been met
- ❑ Ensuring that any briefing papers/ reports that they produce to make changes to their services will consider the associated risks of any proposed course of action

~~3.9 **The Operations Manager for Performance, Governance and Health & Safety** is responsible for providing assurance to the Council through monitoring the implementation and effectiveness of this Risk Management Policy and for reviewing compliance with mitigating controls introduced by the Service Managers. The Operations Manager for Performance, Governance and Health & Safety will comment upon the effectiveness of the risk management process in work undertaken to support the Annual Governance Statement.~~

Internal Audit will consider risk and controls in their audit reviews and report on the adequacy of risk management in those areas. IA also undertakes audits of the Risk Management policy / control framework itself.

3.10 The **Health and Safety Committee** is responsible for reviewing the measures taken to ensure the health and safety of all those who work in and visit the Council or may be affected by its activities - ensuring that people are not exposed to risks and that the risks are mitigated effectively. Where concerns are raised these will be escalated to the Health and Safety Officer and Leadership Team for action.

3.11 All **employees** need to have an awareness of risk management and are responsible for ensuring that they manage risk effectively in their jobs and report hazards and risks to their Group/Service Manager.

4.0 **STRATEGIC, OPERATIONAL AND PROJECT RISKS**

4.1 Broadly speaking risks can be divided into three categories:

- ❑ **Strategic** – risks which need to be taken into account in judgements about the medium to long term goals and objectives of the Council whilst at the same time considering the opportunities; and

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- ❑ **Operational** – risks and opportunities which managers will encounter in the daily course of their work.
- ❑ **Project** - risks and opportunities which will be encountered during specific tasks/projects being undertaken

4.2 Strategic Risks

4.2.1 The management of strategic risks is a core responsibility of the Leadership Team. Strategic risk assessments should be factored into corporate and service planning.

4.2.2 The major categories of strategic risk are:

- ❑ **Political** – associated with failure to deliver either local or central government policy. The Council could also potentially be at risk from the actions of other agencies, other Councils, partner organisations, etc.
- ❑ **Economic** – affecting the ability of the council to meet its financial commitments. These include internal budgetary pressures as well as external factors affecting the economy as a whole.
- ❑ **Social** – relating to the effects of changes in demographic, residential or socio-economic trends on the council's ability to deliver its objectives.
- ❑ **Technological** – associated with the capacity of the council to deal with the pace/scale of technological change, or its ability to use technology to address changing demands.
- ❑ **Data Protection/Information Security** – this includes the consequences of data/information transfer between the Council and other Bodies i.e. Government Connect, Partnership working, etc.
- ❑ **Legislative** – associated with current or potential changes in national or European Law.
- ❑ **Health and Safety** – This includes all aspects of Health & Safety as well as the Corporate Manslaughter legislation
- ❑ **Environmental** – relating to the environmental consequences of progressing the council's strategic objectives (e.g. in terms of climate change including energy efficiency, pollution, recycling, landfill requirements, emissions, etc.).
- ❑ **Competitive** – affecting the competitiveness of the service (in terms of cost or quality) and/or its ability to deliver Value for Money.
- ❑ **Customer/Citizen** – associated with failure to meet the current and changing needs and expectations of customers and citizens.

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- ❑ **Partnership** – associated with working in partnership or sharing services with another local authority or partner

4.3 Operational Risks

4.3.1 Risks which managers and staff will encounter in the daily course of their work. These may be:

- ❑ **Professional** – associated with the particular nature of each profession (e.g. housing service concerns as to the welfare of tenants).
- ❑ **Financial** – associated with financial planning and control and the adequacy of insurance cover.
- ❑ **Legal** – related to possible breaches of legislation.
- ❑ **Personal Safety** – related to lone working and the potential to encounter aggressive or confrontational people whilst carrying out their duties.
- ❑ **Physical** – related to fire, security, accident prevention and health and safety (e.g. hazards/risk associated with buildings, vehicles, plant and equipment, etc).
- ❑ **Contractual** – associated with the failure of contractors to deliver services or products to the agreed cost and specification.
- ❑ **Technological** – relating to reliance on operational equipment and the potential for technological failure (e.g. IT systems or equipment and machinery)

4.4 Project Risks

4.4.1 Risks which will be encountered during specific tasks/projects being undertaken. These may be:

- ❑ **People** – associated with whether we have the right people with the right skills involved in the task/project. This also concerns getting buy in from staff at all levels of the organisation, Members and potentially external stakeholders
- ❑ **Technical** – associated with the Council's reliance on the software provider to deliver what has been agreed in the contract and that they provide support for dealing with any system problems or issues
- ❑ **Cost** – associated with the potential for the project to go over budget if the people and technical matters are not delivered as per the Business Case and PID

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- ❑ **Time** – ensure that the right amount of time is allocated to the project as well as sufficient contingency as slippage can cause to project delay/failure and this can also have an impact on cost and quality
- ❑ **Quality** – depending on what goes into the project will determine the quality of the output

4.5 Opportunities

4.5.1 Opportunities are to be considered at the same time as the risks. Examples may include:

- ❑ Spend to save projects where the Council will benefit from reduced expenditure or increased income in the future
- ❑ Transformational change which will generate cost savings or an income stream
- ❑ Opportunities for great partnership working with our stakeholders or other local authorities
- ❑ Opportunities to streamline working processes
- ❑ Opportunities to boost the local economy
- ❑ Opportunities to deliver and improve housing within the District
- ❑ Opportunities to protect and enhance our environment
- ❑ Opportunities to make a difference to our communities and to empower them
- ❑ Delivery of the objectives in the Corporate Plan and Service Business Plans

4.6 The categories are neither prescriptive nor exhaustive. However, they should provide a framework for identifying and categorising a broad range of risks and opportunities for the Council as a whole, as well as service areas.

5.0 RISK MANAGEMENT PROCESS

5.1 The **four**-step process below will cover all areas of risk management including making strategic decisions, managing strategic, operational and project risks.



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5.2 Step 1 – Identify Risks

All sources of risk need to be identified. These should include strategic, operational and project risks.

5.3 Step 2 – Analysing Risks

Once the risks have been identified they then need to be analysed to consider the impact/severity and likelihood of any risks occurring and the potential benefits of any opportunities.

There is a separate document for scoring guidance to ensure a consistent approach to scoring risks across the Council's services. Appendix 1

5.4 The assessment process uses a 5x5 scoring matrix (see below):

Impact/ Severity	5	10	15	20	25
	4	8	12	16	20
	3	6	9	12	15
	2	4	6	8	10
	1	2	3	4	5
Likelihood					

Where the scores of impact x likelihood equals the total risk score. Risks scoring between 15 and 25 would be classed as high risk (red) with 25 being the highest risk. Risks scoring between 6 and 12 would be classed as medium risk (amber) and risks scoring between 1 and 4 would be low risk (green).

Risks that score 10 or above will be classed as the Council's key business risks and will be reported to *PDGs*, the Audit Committee and Cabinet. *and Scrutiny Committee*.

High scoring risks will be reviewed by the risk owner at least every 3 months and all risks at least annually. If a risk profile changes at any other time the risk score and review notes on mitigating actions and their status should be updated.

The risks will then need to be considered in conjunction with any opportunities when making decisions.

Benefits of Opportunities

The assessment methods for determining the potential benefits of opportunities can include:

- Assessing the increased income/reduced expenditure from the innovation
- Quantifying the number of potential new customers

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- ❑ Calculating the potential sales growth that could stem from capturing the opportunity
- ❑ Calculating the return on investment for a particular project and whether that is the level of return that the Council is looking for
- ❑ Considering the value added as a result of capitalising on the innovation e.g. the benefit to the community

5.5 Step 3 – Control the Risks

This involves taking action to minimise the likelihood of a risk occurring and/or reducing the severity of the consequences should the risk occur. Actions need to be allocated to responsible officers along with a realistic target date for implementation.

Determine the best course of action for the Council. There are 5 key action strategies to managing risk:

Policy	Action
Prevention	Terminate the risk*
Reduction	Treat the risk
Transference	Pass risk to a third party e.g. Insurance
Acceptance	Tolerate the risk
Contingency	Action plan implemented

* This can include carrying on the activity but modified so that the risk ends, or stopping the activity to end the risk.

5.6 Step 4 – Monitor and Report Progress

Progress in managing risks should be monitored and reported so that losses are minimised and intended actions and opportunities are achieved. Risk Management is an on-going process that should be constantly revisited and reviewed to ensure that new and emerging risks are picked up and acted upon.

5.7 It is important to recognise these four steps as part of a cycle. Risk Management is dynamic and so the identification phase needs to be done continuously. It is also important to consider whether the nature of the risk has changed over time – thereby completing the cycle.

5.8 All risks scoring above 15 will be monitored by Leadership Team at their monthly Corporate Performance meetings. Leadership Team will expect to see effective mitigating actions in place to reduce the risk severity to acceptable levels as soon as possible.

5.9 Leadership Team and Members expect to see up to date and relevant review notes for the mitigating actions on all risks reported to Committee.

6.0 RISK MANAGEMENT TRAINING AND AWARENESS

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- 6.1 For the benefits of Risk Management to be realised, it is necessary for the process to be embedded in the culture and operations of the organisation.
- ~~6.2 The Operations Manager for Performance, Governance and Health & Safety will regularly raise awareness of Risk Management through the Officer newsletter (the Link), the Member newsletter (WIS) and through briefing sessions.~~