



**CORPORATE STRATEGIC RISK REGISTER CHIEF EXECUTIVE'S  
DIRECTORATE**

**AUDIT COMMITTEE MEETING DATE**  
2019/20

10<sup>th</sup> October 2019

**CLASSIFICATION:**

Open

**If exempt, the reason will be listed in  
the main body of the report.**

**WARD(S) AFFECTED**

All Wards

Tim Shields, Chief Executive

## **1. CORPORATE DIRECTOR'S INTRODUCTION**

- 1.1 This report advises the Committee of the key risks facing the Chief Executive's Directorate in 2019/20 and the actions being taken to reduce the likelihood and impact of those risks. This is all part of the Committee's role in overseeing Corporate Governance.
- 1.2 An end of year review of the risk environment and management actions that the Directorate has lead responsibility for has been undertaken. This will inform the review of the highest level Corporate risk register which is underway and will be presented to this Corporate Committee.
- 1.3 This report is presented for information and comment.

## **2. RECOMMENDATION(S)**

- 2.1 The Audit Committee is recommended to note the contents of this report and the Chief Executive's Directorate Risk Register attached at Appendix 1 and, if appropriate, provide feedback on the management of risks that the Directorate has lead responsibility for.

## **3. REASONS FOR DECISION**

- 3.1 There are no decisions associated with this report.

## **4. BACKGROUND**

- 4.1 The Council is exposed to a wide number of risks in its ordinary activities. This report focuses on the key risks within the Chief Executive's Directorate, which includes the following service areas: Human Resources, Organisational Development and Elections, Legal and Governance Services, Strategy, Policy and Economic Development (SPED), Communications, Culture and Engagement. Risks relating to the Economic Regeneration service will be included in the Neighbourhoods and Housing Directorate register.
- 4.2 The changing risk environment and progress in managing down risks have been assessed by the Chief Executive's Management Team at its annual year-end review. The team take individual responsibility for managing and reporting on their associated risks, in line with their overall remit within the Council and this work has informed the review.

## **5. SUMMARY OF KEY RISKS**

- 5.1 STRATEGY, POLICY AND ECONOMIC DEVELOPMENT (SPED)
- 5.2 A number of project risks relating to the Corporate Programmes team in the SPED directorate have been removed since last year as risk previously identified have been effectively controlled. Risks removed from the register since last year include: Environmental Sustainability, Growth Boroughs

National Graduate Development Programme Local Economic Development, Business Relationships and Strategic Organisational Development.

- 5.3 For the Communications team, a risk relating to Communications Technology has been removed as no longer deemed significant.
- 5.4 In the area of Employment and Skills, there continues to be several external risks that could increase the level of need in the borough and compromise the council's ability to deliver on priorities including Welfare Reform, the impact of Brexit on EU funding streams and increasing demand for high skill levels in the local labour market.
- 5.5 There remains a risk concerning safety and security at the council's employment hubs. Ways into Work (Hackney Works) is a key front-line service for vulnerable residents and the location of hubs can place staff and service users at risk which requires effective management – particularly in the context of increasing pressures on personal finances (in the context of welfare reform) as well as wider UK security issues.
- 5.6 The risk register has been updated to include risks associated with the delivery of the borough's new Community Strategy. The main identified risk is that external factors limit our potential to deliver on priorities and that this presents strategic and reputational risks. The likelihood of this happening remains high because of the pace of economic and demographic change in Hackney, coupled with the pace of institutional and fiscal change.
- 5.7 The continuing management of risks associated with key partnerships focuses on the priorities of the Council's Community Strategy and on the risk that partners' plans diverge from these priorities. Our controls place an emphasis on formal partnership providing leadership and strategic direction so that all partners are working towards a coherent, shared vision for the local area, as articulated in a Community Strategy.
- 5.8 There is also an additional risk that the value of the voluntary and community sector (VCS) is not maximised because we fail to maintain effective partnership working. This risk remains the same in terms of likelihood and impact. Even though the Grants Review and Compact Refresh have been completed and these were designed to control these risks, the pace of institutional change is such that the risks remain. The VCS may not understand the reasons for institutional change or service redesign and this might affect partnership working.
- 5.9 COMMUNICATIONS, CULTURE AND ENGAGEMENT
- 5.10 The main communications risk remains around reputation management. This risk is relevant to all directorates and is included in the Corporate Risk Register. Controlling this risk remains a high priority. This risk is controlled firstly by a proactive communications campaign to address budget setting and council priorities and secondly, by communications associated with changes to specific services.

5.11 The risk concerning DCLG's legal challenge to Hackney Today remains ongoing. The Council has put forward a strong legal challenge and, given the scale of the potential impact of closure, a contingency plan is being prepared to deal with this possibility.

## 5.12 HUMAN RESOURCES

5.13 A significant new risk has been added in relation to the Council's workforce and inclusive leadership. There is a risk that after many years of austerity, the Council's workforce is not fit for the services that we deliver in the future or how we deliver them. There is also a risk that the Council's workforce does not reflect the diverse community that we serve. The Chief Executive's directorate has leadership responsibility for a number of controls which are designed to mitigate this risk. and are detailed in the register.

5.14 Risk has reduced in relation to HR systems, due to the replacement of the core HR and payroll system and agency staff contract and system, the risk remains in the register however and will continue to be monitored.

## 5.15 LEGAL

5.16 The key risks facing legal services remain ensuring directorates seek timely legal advice, and ensuring Lawyers and the Governance Team identify in a timely manner Legal and Governance Risks.

5.17 Full details on the key risks facing the Chief Executive's Directorate and associated controls are detailed in Appendix 1. As Directorate Risk Champion, it is the role of the Director of SPED to ensure that there is appropriate focus and support on risk management through a range of ongoing work. This includes; robust risk management across all major programmes and projects, a quarterly review of the risk environment, and dedicated task groups to tackle major risk. This work will be done in conjunction with the Corporate Risk Team.

## 6. Policy Context

6.1 The Directorate's management of risk reflects the Council's framework for managing risk.

## 7. Equality Impact Assessment

7.1 This report is for information only and as such does not require an Equality Impact Assessment.

## 8. Sustainability

8.1 This report contains no new impacts on the physical and social environment.

## 9. Consultations

9.1 This report is for information only and as such does not require any

consultation.

## **10. Risk Assessment**

10.1 This report deals with the overarching management of risk in the Chief Executive's Directorate.

## **11. COMMENTS OF THE GROUP DIRECTOR OF FINANCE AND CORPORATE RESOURCES**

11.1 Whilst consideration of the risk register has no direct financial impact, many of the risks identified therein would have financial impact if they were realised. They therefore continue to be monitored to ensure that they are controlled to an acceptable level and that future actions to manage the risks are on track.

## **12. COMMENTS OF THE DIRECTOR FOR LEGAL AND GOVERNANCE SERVICES**

12.1 The Accounts and Audit Regulations 2015 require the Council to have a sound system of control which includes arrangements for the management of risk, as set-out in regulation 3. This Report, although for the purposes of noting and allowing for any feedback to be provided, is part of those arrangements and is designed to ensure that the appropriate controls are effective.

## **APPENDICES**

Appendix 1- Chief Executives Directorate Risk Register (June 2019)

## **BACKGROUND PAPERS**

None

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