

CORPORATE RISK REGISTER - 19.09.2024				RISK ARTICULATION			INHERENT SCORING			RESIDUAL (CURRENT) SCORING			DECISION	PROGRESS	TARGET SCORING			
Data ID	Risk Theme	Identification Date	Executive Sponsor	Directorate	Risk Description	Cause	Effect	Likelihood	Consequence	Rating	Likelihood	Consequence			Rating	Likelihood	Consequence	Rating
1596	Human Resources	26/10/2023	Director of People and Organisational Development	People and Organisational Development	There is a risk that the organisation may not have the capacity or resources necessary to effectively deliver the long-term strategic plan	This risk arises from a challenging political and financial landscape, which includes staff time being redirected to contribute to the (Covid) public enquiry and an unstable industrial relations climate	Inability to deliver the long term strategy due to absence of strategic workforce planning	4 Highly Likely	4 Major	16	3 Likely	4 Major	12	Treat	We have an overview of the critical roles required to meet our strategic objectives. Plans incorporate solutions or interventions to address gaps currently underway within Job family work currently being undertaken locally in DBS. Organisational wide work planned as part of IMTP process. Dedicated Strategic Workplace Planning lead commenced and working with wider POD team and stakeholders to plan work required to achieve workforce planning activity. Process improvement work currently in progress in relation to job decisions and job evaluation activity. Work ongoing also being planned in relation to working towards our ideal culture and People Promise as part of IMTP process. Industrial action work being progressed and supported through emergency planning and business continuity processes	2 Unlikely	4 Major	8
1654	Quality	10/07/2024		People and Organisational Development	Risk of inadequate follow up DBS checks undertaken by PHW following the initial DBS check at the recruitment/onboarding stage.	Shortcomings in the process following initial recruitment, out of line with best practice and guidance.	Inappropriate appointments made to positions of trust, lack of due diligence.	4 Highly Likely	5 Critical	20	4 Highly Likely	5 Critical	20		New Compliance Officer role appointed to and post-holder in place from 2 September 2024. Investment secured for programme to resolve these risks and ongoing work to agree implementation. Presentation to BET in October and assurance onto POD Com.	2 Unlikely	4 Major	8