

Name	Description	Category	Current Impact	Current Likelihood	Current Risk Score	Target Impact	Target Likelihood	Target Risk Score	Assurance Status	Direction of Travel	Control Type	Existing / New and Developing	Related Risk Copy	Risk Owner
Safeguarding Children	Failure to safeguard children could impact childrens wellbeing and cause reputational damage & legal repercussions.	Risk	4 - Critical	2 - Possible	8 - Medium	4 - Critical	2 - Possible	8 - Medium	Substantial	Improving			Safeguarding Children	Heather Sandy
Annual review of health assessments	Annual review of health assessments reach over 90%	Control									Measured	Existing	Safeguarding Children	Heather Sandy
Immunisations up to date	Immunisations up to date reaching 95%	Control									Measured	Existing	Safeguarding Children	Heather Sandy
No of children on child protection register	No of children on child protection register is below all England and stat neighbours	Control									Measured	Existing	Safeguarding Children	Heather Sandy
Ofsted Report (Children in need of help and protection)	Ofsted Report (Children in need of help and protection)	Control									Measured	Existing	Safeguarding Children	Heather Sandy
Registration with dentists	Registration with dentists reaching 95%	Control									Measured	Existing	Safeguarding Children	Heather Sandy
Registration with GPs	Registration with GPs reaching 95%	Control									Measured	Existing	Safeguarding Children	Heather Sandy
Live & ongoing assurance provided to OFSTED	Live & ongoing assurance provided to OFSTED	Control									Measured	Existing	Safeguarding Children	Heather Sandy
Pathfinder	Chosen for national pilot providing improved support for families	Control									Unmeasured	New & Developing	Safeguarding Children	Heather Sandy
The CHaT Dataset	The CHaT data set, reviewed by senior managers to ensure performance is in order.	Control									Measured	Existing	Safeguarding Children	Heather Sandy
Quality Assurance and Audit Process	Robust Quality Assurance and Audit process – deep diving into quality of practice.	Control									Measured	Existing	Safeguarding Children	Heather Sandy
LSCP	Lincolnshire Safeguarding Childrens Partnership - collaborative working to monitor and review safeguarding system across Lincolnshire.	Control									Unmeasured	Existing	Safeguarding Children	Heather Sandy

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Safeguarding Adults	Failure to meet our statutory responsibilities in order to safeguard adults, impacts service user wellbeing and our reputation.	Risk	3 - Major	2 - Possible	6 - Medium	3 - Major	2 - Possible	6 - Medium	Substantial	Improving			Safeguarding Adults	Glen Garrod
Monitoring of performance against council business plan measures and any actions arising		Control									Measured	New and Developing	Safeguarding Adults	
Corporate audits, QA audits & board audit plans in place		Control									Measured	New and Developing	Safeguarding Adults	
LSAB action plan	LSAB action plan in place and on track	Control									Measured	New and Developing	Safeguarding Adults	
Keeping People Safe Strategy	LSAB Prevention Strategy and early intervention in place and in progress	Control									Unmeasured	Existing	Safeguarding Adults	
LSAB, SASS Risk Registers	LSAB, SASS Risk Registers in place & reviewed. Work ongoing with AFLTC.	Control									Measured	Existing	Safeguarding Adults	
Multiagency Safeguarding Policy	Multiagency Safeguarding Policy & Local procedures in place	Control									Unmeasured	Existing	Safeguarding Adults	
Number of safeguarding cases supported by an advocate KPI's in place	Target - 100% - Met	Control									Measured	New and Developing	Safeguarding Adults	
Rolling program of training for staff development in place	Mandatory framework, monitored	Control									Measured	Existing	Safeguarding Adults	
LSAB making safeguarding personal - action plan	Monitored	Control									Measured	New and Developing	Safeguarding Adults	
CQC Inspection regime pilot, providing assurance on processes and areas for growth		Control									Measured	New and Developing	Safeguarding Adults	

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Resilience (Business Continuity)	Capacity and resilience to respond to, and recover from, wider area and prolonged emergencies and business disruption (e.g. coastal flooding / pandemic flu) impacting on public safety, continuity of critical functions and normal service delivery	Risk	3 - Major	3 - Probable	9 - Medium	3 - Major	2 - Possible	6 - Medium	Substantial	Static			Resilience (Business Continuity)	Glen Garrod
Training courses for commanders and LRFs	Ongoing development of training courses for commanders and LRFs	Control									Measured	New and Developing	Resilience (Business Continuity)	
Cabinet Office funded projects	4 Projects Managed through existing LRF protocols and funded by Cabinet Office Drone Project, Mapping Project, Rest Centres, Engagement Project	Control									Measured	Existing	Resilience (Business Continuity)	
Command and Control training	Command and Control training delivered to LCC strategic, tactical and operations managers, monitored through database with automated notification reminders.	Control									Measured	Existing	Resilience (Business Continuity)	
Stronger LRF programme and UK resilience review	UK resilience review and Stronger LRF programme under review and complied with	Control									Measured	New and Developing	Resilience (Business Continuity)	
Facilities reviews	County Emergency Centre facilities continually under review	Control									Measured	New and Developing	Resilience (Business Continuity)	
Elected Member training & experience	Deliver Emergency Planning and Business Continuity training to Elected Members and inclusion in exercises	Control									Measured	Existing	Resilience (Business Continuity)	
Tactical & Strategic officer comms	Email comms sent to tactical and strategic duty officers every week as a reminder of cover on the rotas.	Control									Measured	Existing	Resilience (Business Continuity)	
Mighty Oak report	Exercise Mighty Oak report prepared and presented to LRF	Control									Measured	Existing	Resilience (Business Continuity)	
Internal resilience	Looking internally at more resilience during national prolonged emergencies	Control									Unmeasured	New and Developing	Resilience (Business Continuity)	
LRF tracker monitoring	Monitoring of LRF tracker document by programme management board	Control									Measured	Existing	Resilience (Business Continuity)	
LRF CCA pilot	Pilot around LRFs which are looking at the Civil Contingencies Act with a view to this being updated completed.										Unmeasured	Existing	Resilience (Business Continuity)	
Corporate Business Continuity Plan	Version 3 of the Corporate Business Continuity plan Issued	Control									Measured	Existing	Resilience (Business Continuity)	
Flood ex 2022 debrief	Flood ex 2022 debrief report completed and recommendations accepted.	Control									Measured	New and Developing	Resilience (Business Continuity)	
LRF rebranding and engagement project	LRF rebranding and engagement project on going, including a new website and social media.	Control									Unmeasured	New and Developing	Resilience (Business Continuity)	
Benchmarking exercise	Business Continuity benchmarking exercise with 18 national resilience standards completed with recommendations and action plan in place.	Control									Measured	New and Developing	Resilience (Business Continuity)	
Internal Audit	Internal audit of Business Continuity due October 2023.	Control									Unmeasured	New and Developing	Resilience (Business Continuity)	

Name	Description	Category	Current Impact	Current Likelihood	Current Risk Score	Target Impact	Target Likelihood	Target Risk Score	Assurance Status	Direction of Travel	Control Type	Existing / New and Developing	Related Risk Copy	Risk Owner
Transformation Programme Projects	Ability to deliver our Transformation programme	Risk	3 - Major	2 - Possible	6 - Medium	3 - Major	2 - Possible	6 - Medium	Substantial	Improving			Transformation Programme Projects	Andrew Crookham
The scope and focus of the transformation programme scope is regularly reviewed to ensure wider contextual and environmental factors are considered.		Control									Unmeasured	Existing	Transformation Programme Projects	
Aligning transformation programme to Corporate Plan and Political Manifesto		Control									Measured	Existing	Transformation Programme Projects	
Dedicated SharePoint site with updated standardised Project Management Toolkit & Business Analysis Toolkit		Control									Measured	Existing	Transformation Programme Projects	
Further developing the Transformation Team to continue to lead key areas of activity, including learning and development.		Control									Measured	Existing	Transformation Programme Projects	
Transformation steering group monitors & measures impact on enabling services, prior to recommendation to CLT.		Control									Measured	Existing	Transformation Programme Projects	
Gateway review process being tested.		Control									Measured	New and Developing	Transformation Programme Projects	
Governance in place for strategic, tactical and operational project levels.		Control									Measured	Existing	Transformation Programme Projects	
Implemented management structure to oversee the programme.		Control									Unmeasured	Existing	Transformation Programme Projects	
Routine political reporting.		Control									Measured	Existing	Transformation Programme Projects	
Our vision, mission, objectives and outcomes are clear and all projects within the programme are working towards these.		Control									Measured	Existing	Transformation Programme Projects	

Name	Description	Category	Current Impact	Current Likelihood	Current Risk Score - Calculated	Target Impact	Target Likelihood	Target Risk Score - Calculated	Assurance Status	Direction of Travel	Control Type	Existing / New and Developing	Related Risk Copy	Risk Owner
Budget - LCC	Funding and maintaining financial resilience	Risk	3 - Major	2 - Possible	6 - Medium	3 - Major	1 - Hardly Ever	3 - Medium	Substantial	Static			Budget - LCC	Andrew Crookham
External assessment of our Financial resilience.	Returned with good assurance regarding resilience	Control									Unmeasured	Existing	Budget - LCC	
Underspend position for 22/23, forecasted to balance for 23/24		Control									Unmeasured	Existing	Budget - LCC	
Established Medium Term Financial Strategy (MTFP), setting out the council's financial context and steps to longer term financial sustainability.		Control									Unmeasured	Existing	Budget - LCC	
MTFP incorporates the Transformation Programme		Control									Measured	Existing	Budget - LCC	
Established consistent revenue budget monitoring process including monthly exception reporting to CLT	Process improved and streamlined	Control									Measured	Existing	Budget - LCC	
Financial planning process incorporates potential risk of external environment, such as macro changes and funding review		Control									Unmeasured	New and Developing	Budget - LCC	
Areas of financial risk being analysed		Control									Unmeasured	New and Developing	Budget - LCC	
Introduction of an evidence based multi-year service development program at directorate level, seeking to maximum the Lincolnshire pound whilst maintaining quality of service.		Control									Unmeasured	New and Developing	Budget - LCC	
Improvements to the management of the capital programme including a 10 year affordable programme, introduction of monthly capital review meetings		Control									Unmeasured	New and Developing	Budget - LCC	
Review of CIPFA financial management code and our compliance.	Completed, judged to be compliant, program	Control									Unmeasured	New and Developing	Budget - LCC	
Developing the offer of financial services, to ensure advice and guidance given is as detailed and consistent.											Measured	New and Developing	Budget - LCC	

Name	Description	Category	Current Impact	Current Likelihood	Current Risk Score	Target Impact	Target Likelihood	Target Risk Score	Assurance Status	Direction of Travel	Control Type	Existing / New and Developing	Related Risk Copy	Risk Owner
Serco Contract	Exit of Serco contract ending and transition into the new arrangements	Risk	3 - Major	2 - Possible	6 - Medium	3 - Major	1 - Hardly Ever	3 - Medium	Substantial	Improving			Serco Contract	Andrew Crookham
Implementation of the programme / project plan with key milestone dates.		Control									Measured	Existing	Serco Contract	
Governance arrangements and reporting lines in place.		Control									Measured	Existing	Serco Contract	
Exit Manager appointed by Serco.		Control									Unmeasured	Existing	Serco Contract	
Hoople build of BW system implemented, ahead of service transition.		Control									Measured	New and Developing	Serco Contract	
Programme Director in place to lead of Implementation.		Control									Unmeasured	Existing	Serco Contract	
Hoople identified Fire Payroll expert as a resource.		Control									Unmeasured	New and Developing	Serco Contract	
Continuation of IMT services until March 2026.		Control									Unmeasured	New and Developing	Serco Contract	
CSC tender won by serco, CSC services continue to be delivered by them.		Control									Unmeasured	New and Developing	Serco Contract	

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Outstanding Debt	Securing efficient and effective end-to-end processes for the recovery of income due to the Council	Risk	3 - Major	2 - Possible	6 - Medium	3 - Major	2 - Possible	6 - Medium	Substantial	Improving			Outstanding Debt	Glen Garrod
Regular oversight and management of necessary improvements by ACCW Directorate Leadership Team		Control									Measured	Existing	Outstanding Debt	
A detailed full audit is planned for 2023 to assess progress against the action plan	Came back with substantial assurance	Control									Measured	New and Developing	Outstanding Debt	
Credit control procedures are in place, e.g. for issuing reminders.		Control									Measured	Existing	Outstanding Debt	
Detailed monthly reports on debtors are ran and actioned by the Finance team.		Control									Measured	Existing	Outstanding Debt	
Embedded Debt review groups in each team - chaired by area managers, with agreed ToR		Control									Measured	New and Developing	Outstanding Debt	
Escalation procedures are in place for pursuing overdue debt		Control									Measured	Existing	Outstanding Debt	
Established systems are in place for raising invoices	Few hoople related teething issues, but systems still there, insignificant change.	Control									Measured	Existing	Outstanding Debt	
Action plan implemented, some actions remaining from audit. Continuous improvement journey underway as credit controls are TUPE in. In place for the new financial year.		Control									Measured	New and Developing	Outstanding Debt	
The annual audit of key controls embedded and ongoing	Good assurance received	Control									Measured	Existing	Outstanding Debt	
Debt Dashboard with performance measures, reported into financial assessment improvement programme.		Control									Measured	New and Developing	Outstanding Debt	
End to end process mapping by business analyst	Will be refreshed in due course. Invoice v	Control									Measured	New and Developing	Outstanding Debt	
Delivering service development (Move to gross), setting up direct debits to assist in reducing debt levels.		Control									Measured	New and Developing	Outstanding Debt	

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Inflation	Continued high inflation undermines capital programme impacting aspirations and threatens the sustainability of revenue budgets.	Risk	3 - Major	4 - Almost Certain	12 - High	3 - Major	3 - Probable	9 - Medium	Substantial	Improving			Inflation	Andrew Crookham
Lobbying for Government Support through CCN, LGA & SCT	Lobbying for Government Support through County Council Network, Local Government Association, Society of County Treasurers	Control									Measured	Existing	Inflation	
Regular financial monitoring/impact assessment on key projects/contracts		Control									Measured	Existing	Inflation	
Reshape Spending options		Control									Measured	Existing	Inflation	
Increased contingency amount for budget pressures such as pay award.		Control									Measured	New and Developing	Inflation	
Capital programme reprioritised with Executive, to keep within funding envelope		Control									Measured	New and Developing	Inflation	
Costs pressures included in next years budget.		Control									Measured	New and Developing	Inflation	

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Recruitment & Staffing	Ability to recruit & retain employees across the organisation	Risk	3 - Major	3 - Probable	9 - Medium	2 - Minor	2 - Possible	4 - Medium	Substantial	Improving			Recruitment & Staffing	Andrew Crookham
Developing an understanding of short / medium / long term workforce planning requirements.		Control									Measured	New and Developing	Recruitment & Staffing	
Development of the wider talent management offer. including , Attraction and Retention (A&R) offer, apprenticeship program and wider talent management offer. Measured by people strategy benefit realisation.		Control									Measured	New and Developing	Recruitment & Staffing	
Listening and responding to employee feedback through employee surveys and Employee Briefing events informing corporate action, including annual employee survey.	Measured by action plans following feedback.	Control									Measured	Existing	Recruitment & Staffing	
Ongoing resourcing analytics monthly and year to date, and further development of Resourcing Management Information in addition to Human Resources Management Information (HRMI)		Control									Measured	New and Developing	Recruitment & Staffing	
Expansion and promotion of current enhanced health and wellbeing offer and internal mental health services, as part of the health and wellbeing strategy. And promotion of financial wellbeing support.		Control									Measured	Existing	Recruitment & Staffing	
Expansion and promotion to employee benefits e.g. salary sacrifice schemes and benefits portal		Control									Measured	Existing	Recruitment & Staffing	
Corporate recruitment and retention measures established including new employer branding/social media campaigns, phase 1 complete, phase 2 underway.		Control									Measured	Existing	Recruitment & Staffing	
Embedding all employment policies to support cultural shift to more collaborative ways of working and early resolution of issues		Control									Unmeasured	Existing	Recruitment & Staffing	
Implementation of hybrid working and associated changes to performance management and working flexibly practices		Control									Unmeasured	Existing	Recruitment & Staffing	
Monitor and review Our People Strategy 2023-25 to support the delivery of our Corporate Plan, implemented through the people strategy delivery plan.	Reported through Senior / Directorate Leadership Teams.	Control									Measured	Existing	Recruitment & Staffing	
Development of comprehensive digital information, detailing employment policies, benefits & wellbeing support via internal and external mechanisms.		Control									Unmeasured	Existing	Recruitment & Staffing	
Monthly project board, with people focus element, including recruitment and retention		Control									Unmeasured	Existing	Recruitment & Staffing	

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Market Supply	Adequacy of Social Care market supply to meet eligible needs as defined in the Care Act	Risk	3 - Major	2 - Possible	6 - Medium	3 - Major	1 - Hardly Ever	3 - Medium	Limited	Static			Market Supply	Glen Garrod
Loss of Provider Process	Loss of Provider Process (enacted where required)	Control									Measured	Existing	Market Supply	
Market Sustainability and Improvement Fund	Led by Finance leads submission. National government pay different rates for different areas. Fair cost of care for locality. This is done across all the market. New rates in place for 23/24.	Control									Measured	Existing	Market Supply	
Home Based Reablement Service pilot	Home Based Reablement Service pilot to broaden eligibility - in final evaluation	Control									Measured	Existing	Market Supply	
Move to gross (residential specific)	Move to gross now rolling out, home by home.	Control									Measured	Existing	Market Supply	
Contracts in Place	Commercial contracts in place across the sector.	Control									Measured	Existing	Market Supply	
Robust Contract Management	Robust Contract Management of all Commissioned Services	Control									Measured	Existing	Market Supply	
Service Quality Review	Service Quality Review – multi agency response to high-risk provision	Control									Measured	Existing	Market Supply	
Workforce Development Strategy Group	Workforce Development Strategy Group (led by Justin Hackney)	Control									Measured	Existing	Market Supply	
Discharge funding	Distribution of the discharge funding, two year investment in place to 23-25	Control									Measured	New and Developing	Market Supply	
Sustainability action plan	Sustainability action plan for whole market	Control									Measured	New and Developing	Market Supply	
Targetted Support	Hardship fund for residential	Control									Measured	New and Developing	Market Supply	
Intervention Programme	Intervention programme for targetted support of providers (as part of contract management).	Control									Measured	New and Developing	Market Supply	
Work Force Support	Targetted work force support - with new grant funding.	Control									Measured	New and Developing	Market Supply	
International Recruitment Programme	Leading on East Midlands international recruitment programme.	Control									Measured	New and Developing	Market Supply	
East Midlands Market Assessment	Part of East Midlands Market Assessment – comparing rates / supply across east of England.	Control									Measured	New and Developing	Market Supply	

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Strategic Contracts	Ensuring contracts and markets (other than adult care) are fit for purpose & are managed effectively	Risk	3 - Major	3 - Probable	9 - Medium	2 - Minor	2 - Possible	4 - Medium	Limited	Static			Strategic Contracts	Andrew Crookham
Access to legal advice and support		Control									Measured	Existing	Strategic Contracts	
Business cases		Control									Unmeasured	Existing	Strategic Contracts	
Recruitment Category Management Lead for IT		Control									Measured	New and Developing	Strategic Contracts	
Commercial Board		Control									Unmeasured	Existing	Strategic Contracts	
Commissioning advisory group and Commissioning Hub		Control									Unmeasured	Existing	Strategic Contracts	
Contract and procurement procedure rules (CPPR)		Control									Unmeasured	Existing	Strategic Contracts	
Options Appraisals		Control									Unmeasured	Existing	Strategic Contracts	
Project decision making and governance including accountable decision maker		Control									Unmeasured	Existing	Strategic Contracts	
Development of a Contract Management Toolkit which promotes good practice		Control									Unmeasured	New and Developing	Strategic Contracts	
Regular quarterly reporting to all DLTs with escalation reporting to CLT		Control									Measured	New and Developing	Strategic Contracts	
Use of industry standard contracts e.g. NEC		Control									Unmeasured	Existing	Strategic Contracts	

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IT Infrastructure	Failure to provide an upto date and stable IT infrastructure, relative to the Authorities needs, may fundamentally impede the Councils ability to achieve its objectives.	Risk	4 - Critical	2 - Possible	8 - Medium	3 - Major	1 - Hardly Ever	Medium	Limited	Improving			IT Infrastructure	Andrew Crookham
Portfolio of remedial projects	Portfolio of projects progressing well to mitigate.	Control									Measured	Existing	IT Infrastructure	
Life Cycle Management	Quarterly life cycle reviews held with Serco, tracking and informing works	Control									Measured	Existing	IT Infrastructure	
Device Management Strategy	EUC device moves to modern management is nearing completion reducing reliance on LCC infrastructure	Control									Measured	Existing	IT Infrastructure	
Ongoing removal of legacy hardware/software	Projects to remove legacy hardware and software are progressing well.	Control									Measured	New and Developing	IT Infrastructure	
System Heat Map - Review of key systems	The Systems Heatmap is being completed to aid tracking of the environment.	Control									Measured	New and Developing	IT Infrastructure	