

OUR  
SHARED  
**AMBITION**

**SOUTHEND**  
**2050**  
*it all starts here*

**Corporate Risk Register**  
**June 2021**

## Southend BC Risk Matrix

Risk tolerance level – Risks above this level will need particular resources and focus

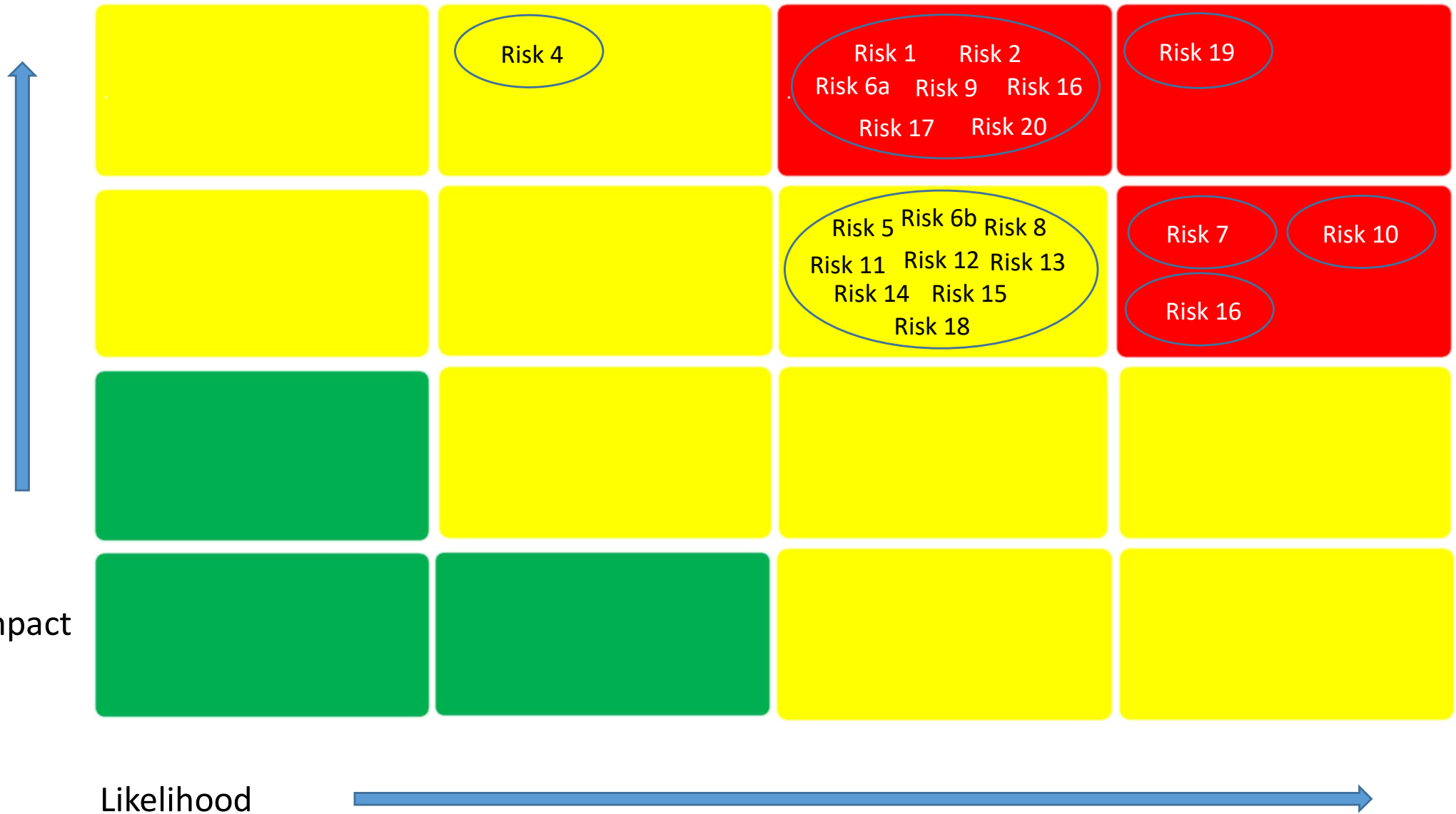
Catastrophic / exceptional opportunity	4	8	12	16
Severe / significant opportunity	3	6	9	12
Material	2	4	6	8
Negligible	1	2	3	4
	Unlikely <25%	Likely 25-50%	Very Likely 50-75%	Almost Certain >75%

Risk acceptance level (activity below which attracts minimum effort and resources)

# Risk Register Heat Map: Risk numbers

Risk	
1 – Covid-19 pandemic	12 – Housing
2 – Financial sustainability	13 – Adult social care
4 – Public services landscape	14 – Social cohesion
5 – Workforce	15 – Waste Management
6 - a) Cyber security b) Data protection	16 – House building programme
7 – Capital investment programme delivery	17 – Regeneration and major projects
8 - Safeguarding responsibilities	18 – Visitor destination
9 - Adapting to climate change	19 – Economic recovery and income inequalities
10 – Health inequalities	20 – Local Plan
11 – Child welfare	

# Risk Register Heat Map: Current risk score





CRR ref	Risk / Opportunity	Management (key controls and action to mitigate the risk / deliver the opportunity)	Risk Assessment (current score)		Risk rating (LxI)	Leads
			Likelihood	Impact		
1	<p><b>Covid-19 pandemic</b></p> <p>Risk that the Covid-19 pandemic causes an outbreak of ill-health in the Borough resulting in health and care services being unable to cope with the volume of cases, and significant disruption to the operational activities of the Council and other public service organisations in the Borough.</p>	<p>1. This risk continues to evolve as the pandemic situation changes and the management of the risk will be adjusted as the situation changes, with a focus on covid-19 through the three critical Council priorities for the short term, with 'recovery' cells in place to deliver the required response.</p> <p>2. Civil contingency arrangements utilised, including the Local Outbreak Management Plan, Outbreak Control Oversight and Engagement Board and the Health Protection Board, with representation from Public Health England (PHE) and links into the Essex Resilience Forum and central government.</p> <p>3. Testing capacity in place via 4 PCR sites, plus LFD Community Collect scheme in all Pharmacies and our Libraries as well as secondary schools supplying LFDs.</p> <p>4. Local contact tracing (CT) service operating in collaboration with Essex County Council. Under the guidance of PHE regional team and supported by PHE's local health protection team, the Council addresses complex cases utilising the Local Outbreak Management Plan. A new Southend-specific CT service will go live in September 2021.</p> <p>5. Collaborative working to deliver a vaccination programme targeted at the most vulnerable, including care home residents and staff, front line NHS and social care workers, with six sites operating across the borough by mid-January - the Cliffs Pavillion, will cease in July and will be replaced with a new location (tbc).</p> <p>6. Additional Consultant in Communicable Disease (CCDC) capacity brought in to support the Director of Public Health, using data reviews and analysis to identify trends, variations and the need to respond.</p> <p>7. Increased communication of risks and requirements of the population to ensure increased understanding and compliance, including the Covid helpline providing advice and support on a range of issues.</p>	3	4	12	Andy Lewis / Leader



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2	<p><b>Financial sustainability</b></p> <p>Risk that failure to address the financial challenge by effectively managing the growing demand for services, managing the costs of the covid-19 response and enhancing local income streams as part of recovery will threaten the medium to long term financial sustainability of the Council, leading to a significant adverse impact on Council services and the ability to deliver the outcomes desired by the Council, to address the financial position.</p>	<ol style="list-style-type: none"> <li>1. Budget setting process has identified required investment and efficiencies for delivery of a robust budget for 2021/22 and agreement to a robust programme of ongoing activity to deliver budget sustainability into the medium term.</li> <li>2. Budget monitoring of revenue, capital and medium term programme of reviews to ensure the overall budget is effectively managed through the year and delivered.</li> <li>3. Management oversight of budget setting process for 2022/23 through challenge provided by:               <ul style="list-style-type: none"> <li>• Senior members, Chief Executive and Director to Director challenge to each other and services on proposed savings and resultant budgets</li> <li>• reports to CMT and Cabinet.</li> </ul> </li> <li>4. Medium Term Financial Strategy (MTFS), including budget pressures to regularly consider financial impact of Government policy reported to CMT, Cabinet and Council to provide assurance, with reports to and minutes of meetings.</li> <li>5. Increased focus on the budget and transformation through the refreshed roadmap for the short to medium term.</li> <li>6. Know your business workstream developed as part of FWOV to ensure that appropriate focus on achieving value for money and the optimum approach to the delivery of the Southend 2050 outcomes is being made by all services.</li> </ol>	3	4	12	Joe Chesterton / CM for CS & PD



credit: ActiveSouthend

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4	<p><b>Public services landscape</b></p> <p>Risk that failure to address and engage with the different models and public service governance arrangements being discussed will result in the organisation and the borough being left behind and ultimately unable to deliver the Council's ambition and outcomes.</p>	<p>1. Actively engaged in the Association of South Essex Local Authorities (ASELA) and have agreed to become a member of the Joint Committee that will manage the outcomes desired for the economic corridor and engage with the Government's devolution agenda to secure investment for infrastructure led growth, with the 'Growth and Recovery Prospectus 2020' focussed in 2021 on delivery of 5 'anchor programmes'.</p> <p>2. Mid and South Essex Integrated Care System, spanning more fully both health and local government, application now agreed. Accountable Officer and the 4 Alliance Directors across mid and south Essex appointed. The Council has a seat on the Board and will continue to champion population health and community-based approaches to health and wellbeing through this partnership.</p> <p>3. The South East Essex Alliance has developed relationships across the SEE system, with shared immediate priorities and long term themes. The Council is playing an active role in the development of an agreed plan for the Alliance to deliver.</p> <p>4. ASELA / Local Government Reform working party constituted and a programme with 10 workstreams being delivered.</p> <p>5. Partners have been engaged in the development of Southend 2050, including through a series of stakeholder events to develop a partners' timeline and roadmap. Partners have also taken Outcome lead roles for future delivery. This is being refreshed with the new Administration with an update report to Cabinet in July.</p>	2	4	8	Andy Lewis / Leader



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5	<p><b>Workforce</b></p> <p>Risk that the Council will not have the appropriate staffing resources, with the right skills, doing the right things, working in the right places through collaborative teams.</p> <p>This is impacted by the significant changes to ways of working implemented in response to covid-19 and the risks that these do not embed effectively, leading to a lack of workforce capacity causing a failure to effectively address the challenges posed by covid-19 in the short term and achieve the Council's desired outcomes in the longer term.</p> <p>Further risk caused by the number of changes to CMT, that may impact on the capacity to progress with delivery of desired outcomes.</p>	<ol style="list-style-type: none"> <li>1. Refreshed the transformation work to become Future Ways of Working included as a sixth theme within Southend 2050 to align with the Ambition</li> <li>2. Future Ways of Working aimed at ensuring the Council recovers from the pandemic and embraces the opportunities that has provided, sustains and increases the pace of change, develops a new way of operating that delivers best value and improved outcomes for our citizens, become a modern Council and an employer of choice.</li> <li>3. 8 workstreams in place to focus on: the Here and Now, Democracy, Communication and Engagement, People and Well-Being, Smart Working, Workplaces and the Green Agenda, Decision Making and Skills and Leadership.</li> <li>4. Key deliverables being identified to ensure we are doing the right things, in the right sequence at the right time, including building key items into the 2050 roadmap.</li> <li>5. Appropriate governance and oversight on all recruitment, redeployment, learning &amp; development and redundancies to ensure that the Council is making the best use of it's human resource and enabling all employees to reach their full potential in line with the Southend 2050 ambition</li> <li>6. Managing the capacity of CMT by backfilling for those acting up as they work as a team to lead the organisation through this transitional period delivering effective prioritisation and identifying the key things to focus on.</li> </ol>	3	3	9	Joanna Ruffle / Leader and CM for CS & PD





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6a	<p><b>Cyber security event</b></p> <p>Risk of a cyber security event causing significant operational, financial and reputational damage to the Council, caused by:</p> <p>a) failure to ensure the Council has a coherent and comprehensive approach to cyber security and data protection, including strategy, tools and processes</p> <p>b) a data breach</p> <p>c) remote working creating a wider footprint for attack.</p> <p>Opportunity to build resilience by ensuring that staff have the necessary digital skills.</p>	<ol style="list-style-type: none"> <li>1. New ICT operating model being embedded with a specific Head of Security focussed on enhancing the Council's cyber security arrangements and enhanced structure to deliver improved digital arrangements.</li> <li>2. Cyber security strategy in place and being embedded, including rollout of new hardware that is in progress, including for Councillors.</li> <li>3. Cyber Incident Planning and Response with key members of ICT team having attended CESG accredited training and role based training in place.</li> <li>4. Implementation of security tools including: Multi-Factor Authentication, Conditional Access, Modern Authentication, Microsoft Level E5 security and a Ransomware protection tool.</li> <li>5. Membership and use of threat intelligence networks to enable quicker response to emerging threats.</li> <li>6. Compulsory Me-learning training sets for all staff, Phishing simulation test exercises and vulnerability testing taking place. Specific cyber-security briefing for Councillors</li> <li>7. Monitoring and response processes in place, with regular reporting to the Good Governance Group.</li> <li>8. Resilience and Business Continuity plans in place.</li> </ol>	3	4	8	Joanna Ruffle / CM for CS & PD



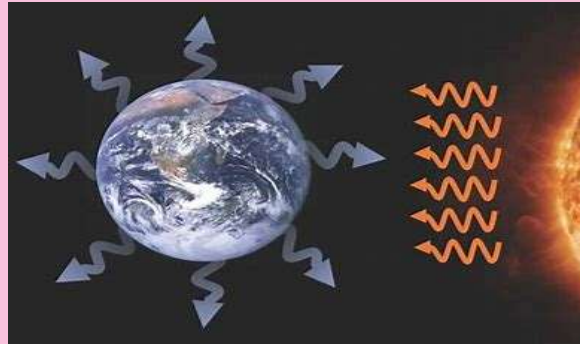
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6b	<p><b>Data Protection</b></p> <p>Risk that a failure to comply with responsibilities as a Data Controller (under DPA/GDPR or equivalent) leads to personal data being compromised, resulting in harm to individuals, loss of trust from residents, businesses and others, regulatory action, financial penalty and reputational damage.</p>	<ol style="list-style-type: none"> <li>Changes to processing of personal data and new processing, including COVID-19 related matters, risk assured in line with the Data Protection by Design and Default Policy and Procedure.</li> <li>Annual Information Governance Toolkit assessment undertaken with a report prepared from the independent assessment and actions to improve.</li> <li>Senior Information Risk Owner in place, monitoring issues and progress, and produces an Annual SIRO report on data protection to Cabinet.</li> <li>Regular reporting to Good Governance Group and Corporate Management Team with reports to and minutes of meetings.</li> </ol>	3	3	9	Joanna Ruffle / CM for CS & PD



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7	<p><b>Capital Investment Programme Delivery</b></p> <p>Risk that a failure to deliver the agreed Capital Investment Programme leads to a lack of progress on the intended improvements to infrastructure and facilities for the borough anticipated to support Southend 2050 and the recovery priorities, resulting in reduced inward investment from businesses, missed employment opportunities for residents and reputational damage for the Council.</p>	<ol style="list-style-type: none"> <li>1. Member input to budget and programme creation to ensure focus on the key priorities and deliverables.</li> <li>2. Committed resources, both human and financial to deliver the programme.</li> <li>3. Project plans and managers in place for all projects upon entry to the programme, as presented to and approved by Investment Board, for onward presentation to and approval by Cabinet.</li> <li>4. Capital Delivery Board (CDB) overseeing and monitoring progress to ensure that plans are delivered. Terms of Reference reviewed to clarify the roles of the Investment Board and the CDB.</li> <li>5. Reprioritisation review being undertaken by the CDB to assess the resources in place to deliver the programme and ensure focus of resources on the right priorities.</li> <li>6. Reporting to CMT / Cabinet to provide overall oversight and scrutiny.</li> </ol>	4	3	12	CMT / CM for CS & PD



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8	<p><b>Safeguarding responsibilities</b></p> <p>Risk that the Council will not be able to effectively deliver it's statutory safeguarding responsibilities as a result of a lack of understanding, resources and the additional challenges posed by lockdown and restrictions as a result of covid-19, and that this causes a failure to deliver the outcomes anticipated for the vulnerable people that are in need of support.</p>	<p>1. Local Safeguarding Partnerships in place to complement and oversee the work of the Children's and Adult's services.</p> <p>2. Principal Social Worker – lead role in assuring quality of policy and practice and ensuring adherence to key frameworks e.g. safeguarding</p> <p>3. Review mechanisms in response to serious incidents – ensuring learning from Serious Case Reviews / Safeguarding Adults Reviews is embedded to minimise future risk.</p> <p>4. Care Quality Arrangements – working alongside key partners e.g. NHS/CQC to ensure safe, good quality care provision</p> <p>5. Getting to know your business delivering a budget and performance review of services to assess levels of resourcing against the increasing demand for services, and address the budget challenges being faced by both Children's and Adult's Services.</p>	3	3	9	Michael Marks & Tandra Forster / CM for C & L and CM for AS & HI



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9	<p><b>Adapting to climate change</b></p> <p>Risk that failing to implement changes needed to reduce the Borough's carbon footprint will cause an inadequate contribution to the reduction in carbon emissions required. This will result in significant adverse impact on the Borough, and if the climate adaptation measures being implemented are also inadequate, there will be further implications for the Council in needing to respond to climate events in the Borough.</p>	<ol style="list-style-type: none"> <li>1. Council declaration of a climate emergency in October 2019, providing initiatives to be pursued.</li> <li>2. Green City Action Plan approved by Cabinet January 2021 detailing the actions to be taken to become a Green City.</li> <li>3. Management restructure to create a new Head of Service for Climate Change with a team to deliver a new Climate Change Strategy that will be developed by that team.</li> <li>4. Updated governance structure to manage the delivery of Climate Change response, to ensure full consideration of all issues.</li> <li>5. Oversight of Green City Southend 2050 outcome that includes carbon reduction activity through: reports to Theme leads, CMT and Cabinet with challenge at and minutes of meetings.</li> <li>6. Member Environmental Working Party with reports to and minutes of meetings.</li> </ol>	3	4	12	Anna Eastgate / CM for E, C, T & P



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10	<p><b>Health inequalities</b></p> <p>Risk that the health inequalities, particularly the physical and emotional health and wellbeing of residents, will increase due to the impact of Covid-19 and the associated restrictions that have needed to be implemented in response to the pandemic.</p> <p>In the longer term that the changes resulting from the Health and Care Bill may result in an Integrated Care system for Southend and Thurrock, impacting on the implementation of the Localities Model, that does not result in effective health and social care outcomes for residents, resulting in increased health inequalities, worsening health outcomes and significant cost increases.</p>	<ol style="list-style-type: none"> <li>1. Effective use of the Local Outbreak Management Plan mechanisms and the cell structure reporting into Health Protection Board and the Local Outbreak Control Oversight &amp; Engagement Board.</li> <li>2. Mid and South Essex Integrated Care System, spanning more fully both health and local government, application now agreed. This will aim to identify any health inequalities emerging as a result of the pandemic, and to identify strategies to prevent needs escalating.</li> <li>3. South East Essex Alliance who alongside the Council provide a leadership role in understanding need and providing oversight and challenge of arrangements and delivery.</li> <li>4. Health and Wellbeing Board that receive the Joint Strategic Needs Assessment (JSNA) that provides the intelligence needed to determine targeted action required, with reports to and minutes of meetings.</li> <li>5. Annual Public Health Report helps to focus our efforts on tackling health inequalities.</li> </ol>	4	3	12	Michael Marks / CM for AS & HI



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11	<p><b>Child welfare</b></p> <p>Risk of failure to ensure that there are consistently good or better outcomes for children and families accessing children services, particularly the vulnerable that face the greatest exposure to those threats, resulting in worsening outcomes for those in need of that support.</p>	<ol style="list-style-type: none"> <li>1. Children’s Safeguarding Partnership in place to complement and oversee the work of the Children’s service.</li> <li>2. Delivering the actions and desired outcomes from the External review of Children’s Safeguarding undertaken.</li> <li>3. 6 month pilot of new quality assurance model for Children’s Services commencing in July 2021, feedback to be shared with Improvement Board.</li> <li>4. Principal Social Worker – lead role in assuring quality of policy and practice and ensuring adherence to key frameworks e.g. safeguarding.</li> <li>5. Review mechanisms in response to serious incidents – ensuring learning from Serious Case Reviews is embedded to minimise future risk.</li> </ol>	3	3	9	Michael Marks / CM for C & L



CGI from Better Queensway transformation consultation

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			Likelihood	Impact		
12	<p><b>Housing</b></p> <p>Risk that a failure to implement plans to address rising homelessness and failure to implement the Housing, Homelessness and Rough Sleeping strategy will lead to further street and other homelessness, increased use of temporary accommodation &amp; an inability to meet rising housing demand over the next 20 years, leading to worse outcomes for residents and an inability to deliver the outcomes for the Borough desired by the Council.</p> <p>Risk is increased by the impact of Covid-19 on those previously just about managing no longer being able to manage, causing an increase in homelessness.</p>	<ol style="list-style-type: none"> <li>1. Housing, Homelessness and Rough Sleeping strategy approved and being delivered. Progress reported to Cabinet, with reports to and minutes of meetings.</li> <li>2. Core Strategy and Local Development Plan in place with reports to and minutes of meetings.</li> <li>3. Cabinet and Scrutiny Panels review and challenge, with reports to and minutes of meetings.</li> <li>4. Member Housing Working Party with reports to and minutes of meetings.</li> <li>5. Operational delivery is being managed as caseloads are high, challenging capacity.</li> </ol>	3	3	9	Andy Lewis / Leader and CM for C & H





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13	<p><b>Adult social care</b></p> <p>Risk that difficulties being experienced in the adult social care market will cause provider failure and further difficulty in meeting increasing demand for support, resulting in worsening outcomes for those in need of that support. The impact of covid-19 has heightened these risks in the short term.</p> <p>Opportunity has been identified to reduce the number of people in residential care, using reablement and the community to support people to stay at home for longer.</p>	<p>1. The Council influences the market for care by signalling the future expectation of requirements through:</p> <ul style="list-style-type: none"> <li>• Market Position Statement</li> <li>• Commissioning Strategies.</li> </ul> <p>2. The Care Governance Process provides quality assurance arrangements, oversight and support for the local market, including external assessment of services through the Care Quality Commission.</p> <p>3. Provider Failure Policy in place to direct action in the event of provider difficulty.</p> <p>4. Independent diagnostic undertaken resulting in a Recovery Plan to address the financial challenge and transformation work being undertaken on service delivery, overseen by the Recovery Programme Board.</p>	3	3	9	Tandra Forster / CM for ASC & HI



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14	<p><b>Social cohesion</b></p> <p>Risk that the impact of covid-19 lockdown and restrictions on both young people and those living in challenging circumstances, cause them to be particularly worried about the future and experience mental health issues, isolation and fears, resulting in a reduction in social cohesion and an increase in undesirable behaviour as restrictions are lifted.</p> <p>Increased footfall to beach and public spaces with increased unmanaged drinking leading to anti-social behaviour and an increased need to manage the public spaces.</p> <p>These impact on the ability of the Borough to deliver the outcomes desired by Southend 2050 and damage the reputation of the Borough.</p>	<ol style="list-style-type: none"> <li>1. Support for young people including promotion of apprenticeship opportunities and Kickstart schemes.</li> <li>2. LGA peer remote peer project on support for younger people aged 18 -25 with funding secured to build on the recommendations.</li> <li>3. New and innovative routes to access mental health support, including ChatHealth.</li> <li>4. Multi-agency Southend Community Safety Partnership (CSP) work together to tackle crime, disorder and anti-social behaviour.</li> <li>2. Community Safety Unit (CSU) in place with CCTV and officers providing a visual presence and enforcement activity.</li> <li>3. OpUnion tactical coordination group to ensure a partnership Police / Council response to increased demand in key areas.</li> <li>4. Public Spaces Protection Orders being put in place to help manage problematic areas.</li> <li>5. Daily Partner briefings to share information and intelligence across the Borough.</li> <li>6. Enforcement Review of the Council's functions involving enforcement activity to optimise the effectiveness of that resource at addressing the various enforcement roles required by the Council.</li> </ol>	3	3	9	Andy Lewis / CM for C & H, CM for ASC & HI and CM for PP



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15	<p><b>Waste management</b></p> <p>Risk of contractor failing to meet contractual requirements to effectively manage waste arrangements results in a loss of service quality and additional financial liability for the Council.</p> <p>Additional risk that the council will not have suitable arrangements in place for October 2023 when the current contract ends.</p> <p>Further risk that the enhanced service being sought from the revised future arrangements will not provide a solution that will deliver the outcomes in respect of adaptation to climate change and recycling that is being sought by the Council.</p>	<ol style="list-style-type: none"> <li>1. Regular contract management meetings with suppliers with reports to and minutes of meetings.</li> <li>2. Data set monitored by DMT / performance board and senior managers with reports to and minutes of meetings.</li> <li>3. Cabinet and Scrutiny overview with reports to and minutes of meetings, including an in depth scrutiny project on barriers to recycling that is complete with Environmental Working Group having considered options and report currently being drafted.</li> <li>4. Current contract evaluation has identified the most appropriate way forward for the provision of waste collection and disposal services to ensure high quality and value for money is achieved, with the options to delivering that now being determined.</li> <li>5. Delivery of new contract arrangements in progress, with consultancy support providing an options appraisal of service arrangements and finance, as part of the work to deliver new arrangements from October 2023.</li> <li>6. Negotiations are continuing to extend the current contract.</li> </ol>	3	3	9	Anna Eastgate / CM for E, C, T & P and CM for PP



Proposed Roots Hall development

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			Likelihood	Impact		
16	<p><b>House building programme</b></p> <p>Risk that not achieving the development and delivery of the house building pipeline through effective engagement and arrangements with the market and developers that have been impacted by Covid-19, will result in an inability to deliver the anticipated housing supply, causing additional pressure on the housing market and an impact on the delivery of the desired outcomes of the Council, with an impact on Local Plan housing targets (see also CRR18).</p>	<p><b>1. House building pipeline in place and being managed with Cabinet agreement to specifically focus on five key workstreams, including:</b></p> <ul style="list-style-type: none"> <li>a) Council acquisitions programme</li> <li>b) HRA infill development programme</li> <li>c) Next Steps accommodation programme (all delivering additional housing numbers)</li> </ul> <p><b>2. Methodology for working with developers in place, to ensure that the right considerations are made about potential developers.</b></p> <p><b>3. Updated partnership arrangements with developers to address the changed market circumstances, as a result of Covid-19.</b></p> <p><b>4. Regular reporting to Corporate Management Team and Cabinet, with reports to and minutes of meetings.</b></p>	3	4	12	Andy Lewis / Leader



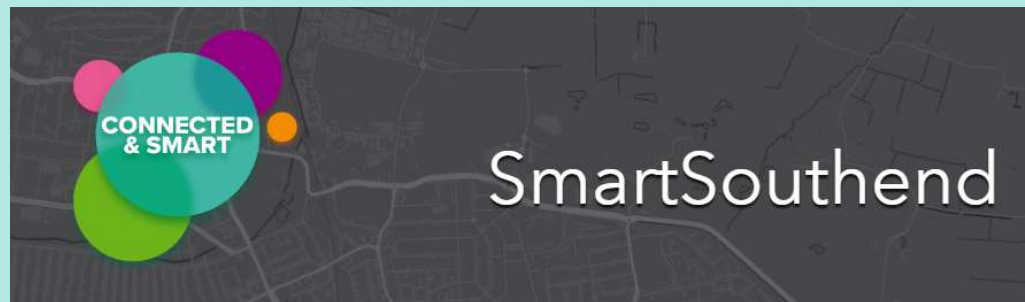
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17	<p><b>Regeneration and major projects</b></p> <p>Risk that failure of partners to progress major infrastructure developments (e.g. Queensway, Seaways, Fossett Farm and Airport Business Park) will result in not achieving delivery of the plans and necessary sequencing of developments, resulting in the dependencies for the chain of regeneration not being delivered and the opportunities for improvement of the borough and delivery of anticipated outcomes not being achieved, as well as significant financial and reputational damage to the Council.</p>	<ol style="list-style-type: none"> <li>1. Strategic planning for Borough in place and being managed.</li> <li>2. Methodology for working with developers in place, to ensure that the right considerations are made about potential developers.</li> <li>3. Project Board arrangements in place to govern progress with delivery, with reports to and minutes of meetings.</li> <li>4. Regular and formal monitoring / reporting arrangements in place with key funders, such as the Local Enterprise Partnership (SELEP) and Homes England (HE).</li> <li>5. Regular reporting to Corporate Management Team and Cabinet, with reports to and minutes of meetings.</li> <li>6. Progress on delivery of key projects including: planning approval for Better Queensway met first HIF funding delivery milestone, exchange of the lease on Roots Hall and SELEP funding for the APB innovation centre that is due to be completed in May 2022.</li> </ol>	3	4	12	Andy Lewis / Leader & Deputy Leader & CM for E, C, T & P



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18	<p><b>Visitor destination</b></p> <p><b>Risk that the competing demands and needs of residents and visitors will impact in the Borough's ability to meet the needs of its residents or provide a suitable destination for visitors, and that covid-19 will impact on the ability of the borough to provide an attractive proposition for visitors, with a resultant impact on the economic strength of the borough and employment opportunities for school leavers.</b></p> <p><b>Opportunity arising from people holidaying in the UK this summer, but with potential increase in visitor numbers needing to be enabled to be done safely and ensure the offer made by businesses is sustainable.</b></p>	<ol style="list-style-type: none"> <li><b>1. Refreshed tourism strategy 'Destination Southend' developed in partnership with key stakeholders on the Southend Tourism Partnership built on feedback from key stakeholders including residents and visitors.</b></li> <li><b>2. Cultural Vision refreshed built on feedback from key stakeholders including residents and visitors that will inform investment decision and actions to be progressed.</b></li> <li><b>3. Effective management of local attractions including engagement with key stakeholders</b></li> <li><b>4. 'Visit Southend' website to promote events and attractions available to visitors.</b></li> <li><b>5. Visit Southend Safely campaign to manage public expectations and behaviour to help ensure a safe, enjoyable visit given the circumstances of the pandemic.</b></li> </ol>	3	3	9	Tandra Forster / CM for E, C, T & P



CRR ref	Risk / Opportunity	Management (key controls and action to mitigate the risk / deliver the opportunity)	Risk Assessment (current score)		Risk rating (Lxl)	Leads
			Likelihood	Impact		
19	<p><b>Economic recovery and income inequalities</b></p> <p>Risk that the impact of covid-19 restrictions reducing economic activity will cause a reduction in employment opportunities for 18-25 year olds and an increase in unemployment across the borough, particularly at the end of the furlough scheme in September. The impact is likely to be experienced unevenly across sectors with the retail, hospitality, leisure and tourism sector adversely affected causing further risk to traditional shopping centres and the town centre, as well as a further increase in income inequalities and disparity between different parts of the Borough.</p> <p>However, the phased reduction in restrictions provides the opportunity to attract new businesses and employers into the borough, providing new and additional employment that can contribute to the delivery of the ambition and outcomes for the borough.</p>	<ol style="list-style-type: none"> <li>1. Increased focus on economic recovery through the three critical Council priorities for the short term, with gold and silver cells established including representatives from businesses and the job centre, focussed on a programme of workstreams.</li> <li>2. LGA peer support provided to explore how the Council and partners can more effectively support younger people, aged 18 – 25, with a particular focus on their employment, skills, education and training. An action plan is in place and a dedicated workstream operating within the O&amp;P theme. Modelling being undertaken on the impact of the end of furlough and the end of the evictions embargo.</li> <li>3. Engagement with businesses, including but not limited to the Southend Business Partnership, and other wider partners to understand the impacts of the pandemic and is providing specific interventions which will support recovery</li> <li>4. Engagement with funders of employment and skills projects to refocus delivery on job and business retention with associated changes to how projects are delivered to suit a virtual environment (e.g. SEBB, SECTA, A Better Start Southend WorkSkills, 60 Minute Mentor)</li> <li>5. Development of 3 Levelling Up Funding bids with colleagues across the organisation and partners, focussed on Highways, Visitor Economy and Culture Led Regeneration and Town Centres available to support recovery.</li> <li>6. Development of ASELA proposition for inward investment offer for South Essex which initially focuses on retention and support for businesses.</li> </ol>	4	4	16	Andy Lewis / Leader



credit: Forward Motion

CRR ref	Risk / Opportunity	Management (key controls and action to mitigate the risk / deliver the opportunity)	Risk Assessment (current score)		Risk rating (LxI)	Leads
			Likelihood	Impact		
20	<p><b>Local plan</b></p> <p>Risk that failure to meet Government requirements and deadlines and make sufficient progress in producing a Local Plan will lead to Secretary of State intervention, resulting in reputational damage to the Council and the potential imposition of unwanted development and the loss of plan making powers, causing an inability to deliver upon the Council's outcome priorities that are dependent on the Local Plan shaping and influencing the proposals for developments that are brought forward in the future.</p>	<ol style="list-style-type: none"> <li>1. Local Plan delivery project arrangements in place with appropriate milestones and timelines to deliver the Local Plan. Consultation on issues and options stage completed and Cabinet has agreed on the refining the plan options stage of consultation, in line with timetable.</li> <li>2. Local Plan being prepared in the context of a South Essex Joint Strategic Framework and other key Council strategies (including Corporate Plan, Southend 2050, Housing Strategy, Climate Change Emergency Declaration).</li> <li>3. Member Environment, Culture, Tourism and Planning Working Party with reports to and minutes of meetings.</li> <li>4. Joint working with partners being managed to address the current duty to cooperate, including on infrastructure.</li> <li>5. Regular reports to Corporate Management Team and Cabinet with reports to and minutes of meetings.</li> </ol>	3	4	12	Andy Lewis / CM for E, C, T & P