

Inherent Risk								Residual Risk				Assurances	Actions			
Risk No.	Risk Description	Cause	Effect	Owner	Likelihood	Impact	Score & RAG	Key Controls	Likelihood	Impact	Score & RAG	Sources of assurance over key controls	Actions	Owner	Target Date	Action RAG
	CUSTOMER PERSPECTIVE															

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Risk No.	Risk Description	Cause	Effect	Owner	Likelihood	Impact	Score & RAG	Key Controls	Likelihood	Impact	Score & RAG	Sources of assurance over key controls	Actions	Owner	Target Date	Action RAG
A2	East Cambridgeshire Trading Company (ECTC) fails to deliver upon its Business Plan	<p>Poor performance by the Company with a lack of challenge and oversight.</p> <p>Failure to embed effective governance arrangements and segregation of duty.</p> <p>Changing macro-economic environment.</p>	<p>Failing to achieve Corporate Plan and Medium Term Financial Strategy (repayment of loan).</p> <p>Reputational risk.</p>	D-F	3	5	15 (A)	<p>Business Plans, Articles of Association and Shareholder Agreements.</p> <p>Established shareholder arrangements.</p> <p>Regular reporting to Finance and Assets Committee (in remit as Shareholder committee).</p> <p>Company Business Plans include risk register.</p> <p>Independent Chairperson.</p> <p>Independent external audit review of accounts, and opportunity to commission ad-hoc advice if required.</p> <p>S151 Officer and Monitoring Officer are expected to attend Board meetings as representatives of the Council.</p> <p>Council has a Debenture Agreement in place providing security over all loan funding it provides to the Company</p>	2	5	10 (A)	<p>2024/25 Business Plan approved by Board and presented to Finance and Assets Committee.</p> <p>An Internal Audit rolling risk review took place of this area in May / June 2023</p> <p>2022/23 Statutory Accounts audited and approved at Board.</p>	<p>Internal Audit report of trading company governance issued in 2023/24. All identified actions completed with one exception with a completion date of September 2024.</p>	D-CS	Sept 2024	G

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A3	Failure to deliver the housing strategy and provide affordable housing to residents within the district.	Challenges to future supply due to housing market and Government policy.	Failure to deliver the Council's commitment to 'genuine affordable' housing.	D-C	3	4	12 (A)	<p>Council Support Programme to Community Land Trusts.</p> <p>Community Led Development SPD.</p> <p>Published Strategic Housing Market Assessment (SHMA)</p> <p>Loan provided to ECCLT to deliver 15 Shared Ownership Units in Ely.</p> <p>Approved £100k homes allocation policy.</p> <p>Establish relationship with Homes England and local allocation policy.</p> <p>First Homes Interim Policy Statement approved by Finance & Assets Committee in June 2022.</p> <p>Land supply monitoring report published.</p>	2	3	6 (A)	<p>Between 1 April 2022 and 31 March 2023, there were 181 affordable dwelling completions which represent approximately 22.7% of gross dwelling completions in that year. This is the highest gross number of affordable housing completions in the district in the plan period, and when combined with the previous year, 335 affordable homes have been delivered in the past two years.</p> <p>2023/24 AMR was published December 2024</p> <p>Funding for the Local Plan was included in the 2024/25 budget approved by Council</p>	<p>Discuss pipeline with Homes England for grant funding.</p> <p>Existing affordable housing needs assessment, dated 2019, is being challenged as out of date. However still legally holds. Reiteration to developers that all schemes must be supported by their own viability assessment if any deviation from 20% allocation.</p>	D-C	On-going	G
													D-O	On-going	G	

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A4	Homelessness in the District.	<p>Increase in homelessness driven by external factors such as the cost of living crisis (fuel and energy), Universal Credit and the Homelessness Reduction Act.</p> <p>Breakdown of relationships following Ukrainian's being taken into homes via the Homes for Ukrainian Scheme.</p> <p>Government's Asylum dispersal programme.</p>	<p>Impact on the Council's finance and resources.</p> <p>Reputational risks.</p>	D-O	4	5	20 (R)	<p>Frontline resources focussed on preventing homelessness.</p> <p>Council retained hostels.</p> <p>Housing now has community advice within the department meaning that residents now have a one stop shop for early intervention and homelessness prevention.</p> <p>Community bus visit's various locations throughout the month to give advice on housing and community advice.</p> <p>Team continues to prevent homelessness. Bed and breakfast accommodation is only utilised in exceptional circumstances relating to specific individual needs.</p> <p>Resettlement Officer and additional admin. support recruited to assist with the Ukrainian schemes, funding available until Autumn 2024.</p> <p>Community Hub set-up.</p> <p>Working with multiple organisations, including SERCO who will be responsible for sourcing housing for Asylum dispersal programme.</p> <p>Maintenance of Foundry system.</p> <p>Relationships with social housing providers.</p>	3	3	9 (A)	<p>2020/21 Internal Audit of Homelessness – Satisfactory Assurance</p> <p>Annual homelessness count</p>	<p>Investing in a pilot scheme to support vulnerable people and keeping them in their homes – 'Housing First' provides wrap around support for tenants that have previously been homeless and have significant multiple needs such as mental health issues and drug/alcohol addiction. To launch summer 2024.</p> <p>Working with Sanctuary to promote turnaround of voids and transfer housing register to the Council.</p> <p>Homelessness and Housing Applications audit in 2024/25.</p>	DO	Summer 2024	G
															2024/25	G

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A5	Cost of living crisis impacting on the residents of East Cambridgeshire	Increase in cost of utilities and food Increase in interest rates leading to increase in mortgage payments and other debts	Health and wellbeing compromised. Residents having to choose between fuel and food. Financial hardship could lead to homelessness. Increase in mental health issues	D-O	4	5	20 (R)	<p>Cost of living pages on ECDC website</p> <p>Energy efficiency officers providing advice on available funding for fuel and energy efficiency measures</p> <p>PECT – providing additional support on energy efficiency and funding for fuel</p> <p>Community hubs open throughout the district – Cambridgeshire Acre</p> <p>Sign post to food banks</p> <p>Joining up with community groups/voluntary organisations/CCC/PCN to ensure effective sign posting to most appropriate organisation.</p> <p>Funding available to those impacted by hardship and ensuring they access it, including the exceptional hardship fund (£10,000) set up by Council.</p> <p>Action on Energy website available to sign-post residents towards support options.</p> <p>Health and Wellbeing Strategy Approved at Operations Committee.</p>	3	3	9 (A)	<p>Cambridgeshire Acre funded until June 2025.</p> <p>Both CAWS and VCAEC grant funding approved at Committee in January 2024 for 3 and 2 years respectively.</p> <p>Health and Wellbeing Strategy Approved at Operations Committee in March 2024</p>	<p>Continue to collaborate with key delivery partners</p> <p>Keep up to date with available funding streams</p> <p>Supporting Vulnerable People internal audit to take place in 2024/5</p>	D-O	On-going	G
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														D-O	Mar 2024	G

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A6	East Cambridgeshire Street Scene (ECSS) Ltd fails to deliver upon its Business Plan	<p>Poor quality service delivery with a lack of challenge and oversight.</p> <p>Poor financial management of services</p> <p>Increased financial pressures relating to variable costs carried by ECSS (fuel, MRF sales, vehicle maintenance, sickness)</p> <p>Failure to embed effective governance arrangements and segregation of duty.</p> <p>Inability to recruit and retain staff.</p> <p>Failure to achieve performance targets.</p> <p>Availability of fleet.</p> <p>Lack of clarity of Legislative changes.</p> <p>ECDC requesting service delivery beyond MOA.</p>	<p>Failing to achieve ECDC corporate priorities.</p> <p>Disruption to service.</p> <p>Significant reputational risk.</p> <p>Significant overspends.</p> <p>ECDC levy performance sanctions.</p>	D-F	4	5	20 (R)	<p>Business Plans, Articles of Association and Shareholder Agreements.</p> <p>Established shareholder arrangements.</p> <p>Regular financial reporting to Operational Services Committee (in remit as Shareholder Committee).</p> <p>Company Business Plan includes a risk register.</p> <p>Independent Chairperson.</p> <p>Independent external audit review of accounts, and opportunity to commission ad-hoc advice if required.</p> <p>S151 Officer and Monitoring Officer are expected to attend Board meetings as representatives of the Council.</p> <p>Updated MOA which includes KPIs and review mechanism for overspends.</p> <p>Fleet management - purchase of 10 RCVs to replace nine-year-old vehicles in 2023. ECSS fleet review in 2023/24 and procurement exercise for vehicles over five-years old.</p> <p>New vehicle maintenance and fuel contract procured by ECSS.</p>	2	3	6 (A)	<p>ECSS Business Plan approved by Board and Operational Services Committee in March 2024.</p> <p>Quarterly performance reports presented to Operational Services Committee.</p> <p>Operational Services Committee monitors progress with Street Smart Project.</p> <p>Management accounts reported to Operational Services Committee.</p> <p>Internal Audit report of trading company governance issued in 2023/24, with all identified actions completed.</p>	<p>ECDC procurement for new MRF contract continues but this is considered a risk linked to A7 and so is not reflected in the risk score here.</p> <p>Review of contract to be considered to reflect implementation of Government Waste Strategy from April 2026</p>	D-O	On-going	On-going	

A7	Failing to deliver a cost effective, sustainable and high quality domestic Waste Collection and Street Cleansing Service	<p>Lack of clarity of legislative changes in relation to the implementation of the Environment Act including:</p> <ul style="list-style-type: none"> Lack of guidance relating to extended producer responsibility payments and the impacts on Recycling credits Provision of net burdens funding to enable weekly food waste collections <p>Costly Material Recovery Facilities (MRF) Contract procurement</p> <p>Lack of provision of waste Transfer Station for Recycling (arising from MRF procurement)</p> <p>Increased financial pressures relating to variable costs currently carried by Provider/ECSS - fuel, MRF sales, vehicle maintenance, sickness</p> <p>Inability for Provider/ECSS to recruit and retain staff.</p> <p>Poor service delivery by Provider ECSS, including a failure to achieve performance targets.</p> <p>Current MOA and service specification not fit for Purpose</p> <p>Lack of clarity on ECDC short/medium and long term Waste and Street Cleansing strategy</p> <p>Poor Project implementation for Bins</p> <p>Waste Disposal Authority restrict Service changes (power to direct)</p>	<p>Failing to achieve corporate priorities</p> <p>Failure to achieve national recycling rates</p> <p>Inability to introduce new services</p> <p>Disruption or failure to service</p> <p>Significant reputational risk</p> <p>Significant cost pressures</p>	D-F	5	5	25 (R)	<p>RECAP Partnership and joint working with other Cambridgeshire collection and disposal authorities</p> <p>DEFRA confirmation of capital for new waste service</p> <p>Existing MRF contract (expires in October 2024)</p> <p>ECSS Business Plan for Service Delivery</p> <p>Updated MOA which includes KPIs and review mechanism for overspends.</p> <p>Delineation of roles/responsibilities for contract/client-side management.</p>	4	4	16 (R)	<p>ECSS Business Plan approved by Operational Services Committee in March 2024.</p> <p>ECSS Quarterly performance reports presented to Operational Services Committee.</p> <p>Operational Services Committee monitors progress with Street Smart Project.</p> <p>ECSS Management Accounts reported to Operational Services Committee and minutes circulated to all Members.</p> <p>DEFRA confirmation received for capital funding for new Waste vehicles</p>	<p>New MRF contract has been re-tendered on 3 plus 3 model, confirmation of preferred supplier in June 2024.</p> <p>ECDC, via a Member working party, to carry out a strategic service review and develop new service specification, including review of infrastructure requirements.</p> <p>New overall Waste and Street Cleansing Arrangement in place from April 2026.</p> <p>Discussions to be continued to secure revenue funding for food waste implementation.</p> <p>Confirmation that ECDC will not get named in TA arrangements. Final funding allocation currently in negotiation.</p> <p>Council approval to be sought for extension of MOA with ECSS to April 2026.</p>	D-O	Sept 2024	Sept 2024	G
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A8	In ability to deliver the Construction of the Bereavement Centre at Mepal in the existing Budget envelope	<p>Tendered construction costs exceeding FBC assumptions</p> <p>Unknown costs associated with works e.g. Groundworks</p> <p>Construction Market fluctuations (cost of materials and resource availability)</p> <p>Poor specification or over specifying of works required.</p> <p>Surveys show additional work required.</p>	<p>Unaffordable build costs</p> <p>Failure to deliver a Bereavement Centre</p> <p>Increased allocation of CIL or new allocation of borrowing required by the council</p> <p>Reduction in Service offer</p> <p>Reduction in agreed build (value engineering)</p>	DO DF	4	5	20	<p>A phased approach for the development of the full project is being proposed to reflect the ability of the Council to apply additional CIL funding when secured to the project if necessary.</p> <p>The detailed design having a built in value engineering process. Design and build contract will give more certainty over cost. However, completion of all surveys to be finalised ahead of tendering to mitigate risk</p> <p>A risk allowance fund (10%) being included in the build-up of the capital costs for the project.</p> <p>The full Business Case includes for the retention of construction professionals proven in the delivery of construction projects for crematoria.</p> <p>Appropriate Construction Procurement Framework</p> <p>Appropriate advice and consultancy to support final design of facility</p> <p>Project Manager appointed</p>	3	4	12	<p>Design team and project management procured.</p> <p>Embedded assurance audit starting in July 2024.</p>	Quantity Surveyor (QS) to undertake more detailed cost calculation prior to a Construction Tender being put out.	D-O	TBC	G
FINANCE AND RESOURCES																

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Risk No.	Risk Description	Cause	Effect	Owner	Likelihood	Impact	Score & RAG	Key Controls	Likelihood	Impact	Score & RAG	Sources of assurance over key controls	Actions	Owner	Target Date	Action RAG
B1	Inability to balance the Council's annual budget.	<p>Reductions in public sector funding.</p> <p>Lack of opportunity to make further savings.</p> <p>"Cost of living crisis" resulting in lost Council Tax receipts and increased direct costs to the Council as inflation increases.</p>	<p>Failure to spend in line with the budget in 2024/25.</p> <p>Failure to set a legal budget for 2025/26 in February 2025.</p>	D-F	3	5	15 (A)	<p>The 2024/25 Budget was approved by Full Council in February 2024.</p> <p>Quarterly budget monitoring reports to Management Team and relevant Committees.</p> <p>Partnership working and on-going consideration of potential opportunities linked to key ambitions.</p> <p>Strong leadership from Members and officers.</p> <p>Use of Surplus Savings Reserve to balance budget.</p>	1	3	3 (G)	<p>2023/24 Internal Audit of Budgetary Control – Substantial / Good Assurance.</p> <p>Underspend currently being forecast for 2023/24.</p>	Budget / MTFS update will be presented to Finance & Assets Committee.	D-F	Sept 2024	G
B2	Failure to achieve expected levels of development and planning gain	<p>The viability and delivery of residential and commercial development.</p> <p>Changes in legislation such as the Levelling Up and Regeneration Act.</p> <p>Reduction in Planning applications.</p>	Council failing to deliver its growth trajectory and not generating projected Section 106 and CIL income.	D-C	4	4	16 (A)	<p>CIL and Section 106 collection and monitoring</p> <p>CLT support programme</p> <p>Working with developers</p>	3	4	12 (A)	<p>In 2022/23 the Council recorded 820 dwelling completions (gross completions: 796 dwellings minus demolitions: 11 dwellings, plus an (including allowance for C2 equivalent of 35 dwellings). This is the highest recorded number of completions for 15 years.</p> <p>Infrastructure Funding Statement 2022/23 was published December 2023</p> <p>5 year land supply report published in April 2024</p>	<p>Respond to the outcomes of the Levelling Up and Regeneration Act.</p> <p>New major projects board – including early negotiations on s106 agreements.</p> <p>Actions from 2023/24 audit of CIL.</p>	D-C D-O D-C	On-going On-going	G

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B3	Inability to balance the Council's Medium Term Financial Strategy	<p>Reductions in public sector funding.</p> <p>Uncertainty and changes in Government funding such as the Fair Funding Review not now expected until 1st April 2026, but no formal announcement to confirm this.</p> <p>Lack of opportunity to make further savings.</p> <p>Failure to maximise the opportunity from the Combined Authority deal and other income sources.</p> <p>"Cost of living crisis" resulting in lost Council Tax receipts and increased direct costs to the Council as inflation increases.</p>	Failure to have a balanced budget beyond year 2 of the MTFS.	D-F	3	5	15 (A)	<p>Agree Medium Term Financial Strategy (MTFS) each February as part of budget setting process.</p> <p>The 2024/25 Budget (and MTFS) was approved by Full Council in February 2024 with 2024/25 and 2025/26 balanced.</p> <p>Partnership working and on-going consideration of potential opportunities linked to key ambitions.</p> <p>Strong leadership from Members and officers to identify savings / income generating opportunities in advance of need.</p> <p>Use of one-off funding from the Surplus Savings Reserve to balance future years.</p>	3	4	12 (A)	Underspend of £2.5 million in 2023/24 used to bolster Surplus Savings Reserve	MTFS up-date to be presented to Finance & Assets Committee.	D-F	Sept 2024	G
PROCESSES AND SYSTEMS																
C1	Failure to maintain service delivery and support the community in the event of an unforeseen emergency or loss of resources	<p>Major civil emergency potentially due to:</p> <ul style="list-style-type: none"> • Loss of access to premises • Severe weather events (including from the impacts of climate change) • Fuel shortages • Communications failure • Pandemics • Loss of utilities • Terrorist events • Supply chain failure (including as a result of the war in Ukraine) 	<p>Inability to access key staff or resources resulting in reduced ability to deliver services.</p> <p>Increased requests for Council resources and services</p> <p>Health and safety impact on staff and vulnerable residents</p> <p>Damage to Council property and impact on residents</p> <p>Reputation damage</p>	CEX	3	4	12 (A)	<p>Council Emergency and Business Continuity plans in place with ongoing review programme.</p> <p>Staff training and exercises, both internally and externally facilitated.</p> <p>Member of the Cambridgeshire and Peterborough Local Resilience Forum (CPLRF).</p> <p>CPLRF multi-agency emergency plans.</p> <p>ICT functionality allowing staff to work remotely where required.</p>	2	2	4 (G)	<p>CPLRF monitoring of potential power outage scenarios over the winter. Mighty Oak exercise (work on power outages) completed in March 2023.</p> <p>W Coates Multi agency exercise took place in February 2023.</p>	Recruitment of health and safety officer.		Sept 2024	

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C2	Loss of data or access to ICT systems due to a breach of information security and / or weaknesses in the IT infrastructure	ICT systems abuse, intrusion or failure. Cyber attack Under investment in IT infrastructure and lack of resource to implement change. Employees not having the right tools for the job to work efficiently. Hacking of third party system providers.	Business interruption resulting in reduced ability to deliver services. Not prepared for disaster recovery. Non-compliance with legislation, resulting in financial penalties and reputational risk. Inefficient working. Loss of data. Business disruption Penalties and costs associated with data breach. Reputational damage.	ITM	4	5	20 (R)	ICT Disaster Recovery Plan. System and penetration testing regime. ICT Information Security Policy. Government Connect and Public Sector Network (PSN) compliance. Implementation of Office 365 Regular backups and restoration tests undertaken New ICT Information Security Policy approved.	3	3	9 (A)	Disaster Recovery exercise took place in September 2023 ICT Monitoring Strategy now in place PSN Compliance certificate awarded May 2024 Incident Management log prepared and regularly monitored 2023/24 Internal Audit assurances around cyber security and PCI compliance.	Reflect on lessons learnt from national incidents – MoveIT.	ITM	On-going	G

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C3	Non-compliance with legislative and regulatory requirements.	Changes in legislation from Central Government or Professional bodies can impact many areas, for example: <ul style="list-style-type: none"> • health and safety, • equalities, • safeguarding, • environmental legislation, • employment law. 	Financial penalties for non-compliance. Reputational risk.	CMT	3	4	12 (A)	Monitoring changes to legislation that impacts the Council. Topical examples include H&S sentencing guidelines, and earlier closedown of accounts. Procedural rules are changed as required and training delivered at least annually. Safeguarding Policy 2022. Safeguarding leads nominated and all staff trained in 2023. Health and safety management system. Disaster Recovery Plan and supporting systems / hardware. Equality, Diversity and Inclusion policy. Training on equality, diversity and inclusion for Members and officers rolled out. Equality monitoring reports published. Annual health and safety report presented to Finance and Assets Committee RIPA policy (Regulation of Investigatory Powers Act) and Covert Investigation Act Policy Whistleblowing Policy Monitoring of mandatory training completion by CMT leads Member safeguarding training	3	3	9 (A)	Annual senior management assurance statements. 2022/23 Internal Audit review of Assets of Community Value – Good / Substantial Assurance. 2022/23 Internal Audit review of Safeguarding – Satisfactory Assurance 2022/23 Internal Audit review of Enforcement Policy Compliance – Satisfactory Assurance Corporate Health and Safety policy approved by Finance and Assets Committee RIPA inspection in December 2023 provided assurance over compliance. Whistleblowing Policy approved by Finance and Assets Committee March 2024	Further report on Whistleblowing policy to Finance & Assets Committee considering external review of the Council's governance around the Policy	D-LS	Sept 2024	G

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C4	Failure to achieve compliance with Data Protection legislation (UK General Data Protection Regulations and Data Protection Act 2018).	Data breaches. Failure to meet legislation deadlines. ICT system failure / cyber-attack. Human error.	ICO monetary penalties, enforcement notices, prosecution. Compensation claims and reputational damage.	D-LS	3	5	15 (A)	All Council staff required to undertake annual online data protection training. All new staff briefed at Corporate Induction. Data breach register maintained. All breaches risk assessed, investigated and recommendations made. Record of Processing Activity in place and maintained by Information Officer. Member training provided as part of induction programme. Annual Report on Information Governance presented to Audit Committee. Phishing exercise being rolled out to all staff.	2	4	8 (A)	2023/24 Internal Audit review of Information Governance gained Substantial Assurance for control design and Satisfactory Assurance for compliance. 2023 Data Protection Training circulated to all staff in December 2023 and annual programme. Annual report on Information Governance presented to October 2023 Audit Committee.	Annual report on Information Governance going to Audit Committee in July 2024.	D-LS	July 2024	G

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C6	Failure of corporate governance and counter fraud and corruption controls.	Attempts at fraud and corruption from internal or external sources are successful due to inadequate corporate governance and counter fraud controls.	Financial losses and reputational damage. Impact on service delivery.	CMT	3	3	9 (A)	<p>Gifts and hospitality registers.</p> <p>Counter fraud and ethical governance policies and procedures.</p> <p>Fraud awareness training module for staff – mandatory.</p> <p>Anti-money laundering policy is part of the Constitution.</p> <p>Internal control framework including segregation of duties and authorisations.</p> <p>Reviewed annually for Annual Governance Statement.</p> <p>Participation in National Fraud Initiative.</p> <p>Fraud awareness promotion on annual basis, with targeted reminders in year.</p> <p>Fraud reporting tool available internally and externally.</p> <p>Cambridgeshire Fraud Hub launched to reduce Council Tax fraud in March 2023.</p>	2	3	6 (A)	Annual senior management assurance statements.					
C7	Climate Change, specifically the failure of the Council to adapt to the changing needs as a consequence of climate change and achieve its goal to be Carbon net zero by 2036.	Failure to implement the necessary measures to reduce the Council's carbon emissions and put in place revised working practices that allow the Council to continue to operate effectively in a changing environment	<p>Direct impact on the assets and finances of the Council, including as examples, maintaining the temperature of buildings during hotter summers, longer grass cutting season impacting on Parks and more green waste impacting on the Waste Service.</p> <p>Impact on the residents of East Cambs and the potential additional support the Council needs to provide</p> <p>Reputational damage</p>	D-C	4	3	12 (A)	<p>Corporate Plan</p> <p>Annual Climate Change budget</p> <p>Environmental Action Plan published each June with results reported the following year</p> <p>Roll out of HVO use in refuse collection vehicles (80% of the Council's entire CO2e emissions)</p> <p>Solar Panels being fitted to the roofs of various Council buildings</p>	4	3	12 (A)	<p>Council has Investors in the Environment Silver Accreditation</p> <p>29th out of 164 district councils in Climate Emergency UK's rankings for 2023</p> <p>We calculate and report the Council's Carbon Footprint on an annual basis</p>	Carbon Literacy training available for all staff and councillors Climate related actions in the Environment Plan top 20 Actions				

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LEARNING AND GROWTH																
D2	Failure to deliver upon strategic development plans and requirements.	<p>The Council not being able to demonstrate a five-year land supply for housing or an up-to-date Local Plan. However, on 21st April 2020 the Council did regain its five-year land supply, though developers are challenging this.</p> <p>Lack of up to date Local Plan.</p> <p>Lack of delivery of permitted schemes by developers.</p>	<p>Planning applications can only be refused if the adverse impacts significantly and demonstrably outweigh the benefits of the proposal, in accordance with the presumption in favour of the sustainable development.</p> <p>More speculative development.</p> <p>Not delivering quantity of housing/employment to meet needs of the district.</p>	D-C	3	4	12 (A)	<p>Development Management to manage speculative applications when submitted.</p> <p>Work with developers to help delivery of sites.</p> <p>Robustly defend appeals in order to maximise chances of success (note: ultimately, it will be a planning inspector, in reaching a decision on an appeal, which will determine whether the inherent risk materialises).</p> <p>Our latest Five Year Land Supply calculations demonstrate that the Council continues to have a very healthy supply of homes coming forward, of approximately 7 years' worth. This continues to put the Council in a very strong position should any developer attempt to challenge that it cannot demonstrate enough supply.</p> <p>Single Issue Review completed and amended Local Plan adopted by Council October 2023. The housing requirement figure in the Local Plan is now up to date.</p>	2	4	8 (A)	<p>Five Year Land Supply Report published in April 2024 - ECDC 5YLS Report April 2024 combined.pdf (eastcamb.gov.uk), which confirms:</p> <ul style="list-style-type: none"> • 6.48 years supply over the five-year period • A further 7.99 years of pipeline supply, anticipated to come forward from year 6 onwards. • A grand total of 14.5 years' worth of identifiable supply, for the full period 2023-2042 	Monitor Government proposals for planning.	D-C	TBC	G

Inherent Risk								Residual Risk				Assurances	Actions			
Risk No.	Risk Description	Cause	Effect	Owner	Likelihood	Impact	Score & RAG	Key Controls	Likelihood	Impact	Score & RAG	Sources of assurance over key controls	Actions	Owner	Target Date	Action RAG
D8	Difficulties with staff recruitment, absence (including sick leave) and retention – leading to lack of resources.	<p>Lack of staff resources in terms of numbers due to turnover, aging workforce or failed recruitment exercises.</p> <p>Lack of staff resources in terms of knowledge, skills and behaviours due to poor staff retention.</p> <p>National skills shortage for professional and technical roles.</p>	<p>A shortage of staff in roles across the Council and a loss of knowledge and skills, could lead to service failure, which in-turn could result in an increased level of complaints, poor reputation and financial penalties from breaches in legislation or failure to follow rules, procedures and meet deadlines.</p> <p>More acute in areas with reliance on single officer.</p>	CMT	4	3	12 (A)	<p>Investment in training and up-skilling existing staff.</p> <p>Absence Management policy.</p> <p>Management Development training has been delivered to all Service Leads and team leaders.</p> <p>Remote working policy.</p> <p>Service Delivery Plans presented to Policy Committees in March 2023.</p> <p>Use of market supplements</p> <p>Use of recruitment agencies where necessary.</p> <p>Starters and leavers report presented to Finance and Assets Committee.</p> <p>Monthly review by Corporate Management Team of impact on service delivery.</p> <p>Review of exit interviews.</p> <p>Apprenticeship opportunities.</p> <p>Career scales.</p> <p>Succession Planning</p>	3	2	6 (A)	Six-month and annual reviews of Service Delivery Plans.	CMT discussion on further options for maintaining staffing levels	CM T	Sept 2024	

Corporate Priorities:

- 1 Sound Financial Management
- 2 Cleaner, Greener East Cambridgeshire
- 3 Sustainable Communities

Key to risk owners (above):

- CEX Chief Executive
- D-CS Director, Commercial Services
- D-F Director, Finance
- D-LS Director, Legal Services
- D-C Director, Community
- D-O Director, Operations
- HSM Health & Safety Manager
- HRM Human Resources Manager
- CMT Corporate Management Team
- ITM IT Manager
- H&CA-M Housing & Community Advice Manager