

Learning and Skills Scrutiny Committee

Meeting Venue
By Teams

Meeting Date
Wednesday, 11 November 2020

Meeting Time
2.00 pm

For further information please contact
**Wyn Richards, Scrutiny Manager and
Head of Democratic Services**
wyn.richards@powys.gov.uk



County Hall
Llandrindod Wells
Powys
LD1 5LG

04-11-2020

The use of Welsh by participants is welcomed. If you wish to use Welsh please inform us by noon, two working days before the meeting

AGENDA

1.	APOLOGIES
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To receive apologies for absence.

2.	DECLARATIONS OF INTEREST
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To receive declarations of interest from Members.

3.	DECLARATIONS OF PARTY WHIP
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To receive disclosures of prohibited party whips which a Member has been given in relation to the meeting in accordance with Section 78(3) of the Local Government Measure 2011.

(NB: Members are reminded that under Section 78 Members having been given a prohibited party whip cannot vote on a matter before the Committee.)

4.	PERFORMANCE REPORT AND RISK REGISTER
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In scrutinising the Performance Report and Risk Register, Members are asked to use the attached pro-forma when considering areas for questioning. The pro-forma will be used as the report template for the Committee's observations to Cabinet.

(Pages 5 - 6)

4.1. **Draft Performance Report -Quarter 2, 2020-21**

To scrutinise the elements of the Draft Performance Report which fall within the Committee's remit. A paper copy (excluding tables) is attached for information.

The full draft report is available online using the following link:

<https://sway.office.com/XivRETVhVAJB7hDA>
(Pages 7 - 26)

4.2. **Strategic Risk Register**

To scrutinise the elements of the Strategic Risk Register which fall within the Committee's remit.

(Pages 27 - 60)

5.	PROGRESS ON SCHOOLS CAUSING CONCERN
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5.1. **Report - Progress on Schools Causing Concern**

To scrutinise the report of the Portfolio Holder for Property and Education.
(To Follow)

5.2. **Exempt Item**

To consider passing the following Resolution:

RESOLVED to exclude the public for the following item of business on the grounds that there would be disclosure to them of exempt information under category 3 of The Local Authorities (Access to Information) (Variation) (Wales) Order 2007).

The Monitoring Officer has determined that category 3 of the Access to Information Procedure Rules applies to the following item. His view on the public interest test (having taken account of the provisions of Rule 14.8 of the Council's Access to Information Rules) was that to make this information public would disclose information relating to the financial or business affairs of any particular person (including the authority holding that information).

These factors in his view outweigh the public interest in disclosing this information. Members are asked to consider these factors when determining the public interest test, which they must decide when considering excluding the public from this part of the meeting.

5.3. **Members' Briefing - Schools Causing Concern**

To receive and consider a presentation by the Interim Chief Education Officer.

6.	WORK PROGRAMME
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The forthcoming meetings of the Committee are scheduled as follows:

16-12-20	14.00 - 16.00	
15-01-21	AM	Performance Q3 + Risk
25-01-21	PM	Budget
26-02-21	PM	
01-04-21	AM	
14-05-21	AM	Performance Q4 + Risk
24-06-21	AM	
10-09-21	AM	Performance Q1?+ Risk
22-10-21	AM	Performance Q2?+ Risk
03-12-21	AM	

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Scrutiny Committee:

Date of meeting:

Reporting Period under consideration:

In line with the council's [Performance Management and Quality Assurance Framework](#), it is proposed that Scrutiny consider the following key questions as part of analysing the performance information:

Corporate Performance Report

1. Overall, does the detail provided in the corporate performance report provide a meaningful and balanced account of progress against planned milestones and targets in Vision 2025? Does it clearly articulate; how well we are doing?; how do we know?; what and how can we do better? Is the commentary written in clear, plain and understandable language?
2. Are the BRAG status' that have been given for the objectives fair and appropriate? Do they align with the detail that is provided in the AIA commentary?
3. Given current and previous performance against the measures, are future targets realistic/ sufficiently challenging? Are there specific areas of concern, for example objectives/ measures that have not made progress from one quarter to the next?
4. Are the actions for getting red and amber objectives/ measures back on track robust enough? (taking account of available resources and prioritisation). Are the timescales for completing the actions realistic and appropriate?
5. Are the objectives and measures the right ones to achieve the end goals/ outcomes? Are there any other SMART measures scrutiny would like to recommend for monitoring?
6. Any other comments

Comment by:	Comment:	Response

Strategic Risk Report

7. Do you agree with the Risk Rating Scores that are given to the Strategic Risks? Are they a fair and appropriate judgement of risk likelihood and impact?
8. Are the control/mitigating actions robust enough for getting the residual risk score down or confidence to close the risk?
9. Does the commentary provided, give confidence that the risk is being managed effectively?
10. Any other comments

Comment by:	Comment:	Response

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Performance Report Quarter 2 2020-21

CYNGORSIR POWYS COUNTY COUNCIL

CABINET EXECUTIVE

Thursday 3rd November 2020

REPORT AUTHOR: County Councillor Graham Breeze

(Portfolio Holder for Corporate Governance and Engagement)

REPORT FOR: Decision

Summary

This report provides an overview of corporate achievements and challenges during Quarter 2 2020 – 2021. During this period the Council continued to implement its Corporate Business Continuity Plan (BCP), to support the COVID-19 response and recovery efforts, and to keep our communities safe. The first part of this report outlines performance against our three priorities for managing our COVID-19 response, which are:

1. **Responding to COVID-19**
2. **Keeping our communities safe and resilient**
3. **Running the Council**

During quarter 2, the council took the decision to re-start work on some of its Transformation Programme projects, Vision 2025 priorities and business as usual activities. Sections four and five of this report therefore outline performance against the following two areas of our monitoring framework:

- **Corporate Improvement Plan 2020-2025 (CIP) Update 2020** - The CIP is our road map to Vision 2025, setting out our top priorities and milestones. This also includes our Strategic Equality Objectives.
- **Public Accountability Measures 2020-2021** – Performance framework set by Welsh Government and comparable across 22 councils.

1. Responding to COVID-19

Key Activities



- **More than 2,100 children** aged five to sixteen attended summer sessions which took place at eight venues across the county. Working with partners including, PAVO, Freedom Leisure, The Urdd and Activ8, both English and Welsh speaking sessions were provided.
 - **Press release:** <https://en.powys.gov.uk/article/9405/Powys-Childrens-Summer-Sessions>
- Schools continued to offer childcare for Key Workers' children in addition to check-in and catch-up sessions.

- **5 leisure centres** were opened for check-in and catch-up sessions to ensure vulnerable children and Key Workers' children could be accommodated if school capacity reached 30%.
- All Powys schools were open for pupils by 14 September 2020.
- Free school meal payments totalling **£1.076 million paid** to **1144** parents between April and September through Bacs and Vouchers .
- A blended learning approach has been applied to education in Powys, combining online materials and interaction with traditional classroom-based methods. This is an approach that is being promoted by Welsh Government to help pupils adapt during the pandemic.
- Over 50% of Head Teachers responded to a school perception survey that was undertaken in respect of Powys' response to COVID-19. Overall the response was extremely positive, for example:
 - **100%** of respondents agreed that the Team Around the Hub model provided a range of professional multi-agency support services that were easily accessible, when schools were being supported to establish and provide emergency childcare.
 - When considering 'Check In, Catch Up and Prepare', **100%** of respondents agreed that the Schools Service provided effective support for the wellbeing of staff and pupils.
- The Detached Youth Work (DYW) Team have directly supported **183** young people aged 16-25 during July to September 2020.
- The Youth Intervention Service (YIS) have supported **268** young people and their families during July to September 2020, an additional 33 young people in comparison to April -June 2020.

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- For a second quarter the Council is managing higher than usual homelessness cases, and has continued to support individuals, which includes:
 - An increase in the number of homeless households rehoused from 35 in quarter 1 to **37** in quarter 2

- An increase in the number of homeless households in temporary accommodation excluding B & B's from 107 in quarter 1 to **110** in quarter 2
- An increase in the number of households now in B & B from 11 in quarter 1 to **15** in quarter 2
- Number of known rough sleepers was **5**, which remained the same as quarter 1



- We have continued to work in partnership with Powys Teaching Health Board to enable efficient and effective Contact Tracing of positive cases of COVID-19 within Powys. During the quarter we had **198 index cases** and **870 contacts**, **99%** of which were successfully contact traced, making us the highest performing Contact Tracing Team in Wales. We have also been able to offer support to other authorities in Wales which have had significant outbreaks. In order to provide an even better performance going forward, from Monday 12th October 2020 we started operating 12 hours per day from 8am to 8pm to ensure we are able to react to cases that come onto the system later in the day.

2. Keeping our communities safe and resilient

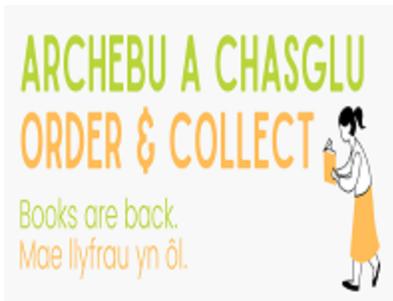
Key Activities

During quarter 2 (from 01 July to 18 August, when shielding came to an end in Wales):

- **2,412** shielding calls were made by Powys County Council, resulting in:
 - **196** Welsh Government food parcels being ordered
 - **113** requests for help with basic care needs which were passed on to ASSIST
 - **69** referrals to PAVO's Community Connector Service
 - **35** referrals over safeguarding
- **Press release:** <https://en.powys.gov.uk/article/9551/More-than-23000-welfare-calls-made-in-Powys-before-service-ended>



- We administered the provision of business grants to **4,563 businesses**, amounting to **£52.1 million** of grant funding.
- To help **#SupportLocalPowys**, two-hours free parking was available in all Council pay and display car parks during the school summer holidays (25 July to 31 August 2020).
 - **Press release:** <https://en.powys.gov.uk/article/9429/Two-hours-free-parking-to-help-town-centres>
- The Community Sector Emergency Response Team (**C-SERT**) continued to provide a valuable volunteer support and emergency response service, including: **338** C-SERT registered formal volunteers, **172** registered telephone befriending volunteers and **112** community groups delivering informal volunteering.
- Recycling has increased by almost **1,000 tonnes** during the first 6 months of 2020/21 (April through September) compared to last year. But despite this increase of over 12%, we have maintained the service without significant disruption.
- HWRCs are back up and running in line with social distancing restrictions. Over the first 3 months of full operation (June, July and August), the 5 sites' throughputs were only 14% less than the same months last year, so the sites are running smoothly and efficiently. By September, the 5 sites processed almost **5% more than in September 2019**, with a 7% increase in recyclables, but a **staggering 17% decrease** in residual waste during the month compared to last year. This shows that residents are still keenly recycling, even better than last year, despite the challenges of COVID-19.
- Once again, the Council responded to the significant flooding which hit the county during August. Powys staff were praised for the hard work they had done in relation to battling to protect properties and spearhead clean-up operations which included working with local residents, contractors and emergency services.
 - **Press release:** <https://en.powys.gov.uk/article/9533/Flash-Flooding-hits-Ystradgynlais>



- Powys Library Service joined the Booktrust Cymru, Wales-wide, pilot library scheme aimed at providing packs to families who did not receive one from their Health Visitor due to the Coronavirus lockdown. Since the Service launched in mid August **35 packs** have been distributed.
 - **Press release:** <https://en.powys.gov.uk/article/9523/Bookstart-packs-available-through-Powys-Library-Service>
- Around **1,000 people** have taken part in the Council's order and collect library service with over **2,400 requests** being completed. For those who cannot collect the books themselves, a whole raft of volunteers and voluntary organisations are supporting the service and making doorstep deliveries.
 - **Press release:** <http://en.powys.gov.uk/article/9608/Order-and-Collect-Library-book-scheme-is-a-novel-success>
- **1,016** people responded to the **Council's Business Survey**, which was conducted online between 11 June and 12 July 2020. The feedback received shows that many business owners across the county are battling hard to save their companies and are facing huge ongoing challenges. Since the survey was published the Council has taken more action to support businesses and has directly addressed some of the key points made throughout the survey. Detailed analysis of the findings can be seen at this link: <https://sway.office.com/r8fhUNN0sFCqIjBD?ref=Link>
- There were **1,379 contacts** to the Front Door during Quarter 2, with **82%** of contacts managed and support through information, advice and Early Help Services and not referred to statutory services.
- There were **926** face to face Child Protection visits undertaken, with **96%** being undertaken within timescales.
- There were **583** face to face Child Looked After visits undertaken, with **95%** being undertaken within timescales.
- **88%** of the young people supported by the Edge of Care service were prevented from coming in to care.
- There have been **4 Foster Carers** approved to provide support to young people and allow them to be placed within Powys if this placement type meets their needs.

- **12 workers** between Adults and Children’s Services have been seconded onto the Open University social work degree course as part of the ‘Grow Your Own’ vision to become a qualified social worker.



- As part of a phased reopening, Freedom Leisure, which operates leisure centres on behalf of the Council, reopened **five** of its centres on 10th August, followed by a second phase of reopening of another **eight** leisure facilities on 1st September.
 - **Press release:** <https://en.powys.gov.uk/article/9497/Leisure-centres-across-Powys-prepare-to-reopen>

3. Running the council

Key Activities

- **? Council staff were furloughed between July and September 2020 to mitigate the loss of income for the period. The total Powys County Council claim to 30 September 2020 totalled £? and has been settled by the HMRC under the Job Retention Scheme. (to follow from WOD)**
- The Hardship Fund claims to Welsh Government are based on actual spend incurred by Councils on a monthly basis, claims for March to August have been made thus far and **£6.1 million** has been received .
- Business Rates collection has now stabilised as at 30th September 2020 at **64%** , which is **1% up** on the target set.
- Council tax collection as at 30th September 2020 was **1.4% down** compared to same point in 2019-20
- Our Customer Services and Communications teams have continued to ensure that the public, our councillors and our staff are regularly updated. This includes:
 - **32,399** views on our dedicated COVID19 webpage
 - **24,187** customer service calls which is an increase on **23,071** in the 1st quarter
 - **1,454,506** views on our webpage which is a decrease on **1,815,333** in the 1st quarter
 - **6,412** housing enquiries which is a decrease on **6,894** in the 1st quarter
 - **248** new social media followers which is an increase on **209** in the 1st quarter

- **917** new social media posts which is an increase on **786** in the 1st quarter
- We continued to do targeted media campaigns, especially during July and August in order to encourage people to visit Powys safely, and not to visit hotspots destinations.
 - **Press release:** <https://en.powys.gov.uk/article/9365/Plan-ahead-and-visit-Powys-safely>
 - **Press release:** <https://en.powys.gov.uk/article/9599/Think-twice-before-visiting-Powys-hotspots-this-bank-holiday-weekend>
- The number of complaints we have received has **increased** from **60** complaints in Q1 2020/21 to **90** in Q2 2020/21.
- The number of compliments we have received has **decreased** from **122** compliments in Q1 2020/21 to **66** in Q2 2020/21.
- As at 30 September **244 staff** were redeployed to support services that have seen a spike in demand, compared to **284** staff as at 30 June.
- **64** new dashboards have been created on our Well-being Information Bank.

4. Vision 2025: Our Corporate Improvement Plan (including our Strategic Equality Objectives)

Summary

- Given the current pandemic circumstances and with much of the Council's resources focused on its business continuity plan, the Council's progress against its usual monitoring framework has been challenging. Understandably, data for many of our usual measures was not available and therefore it has been difficult to monitor impact in some areas. The graph below shows that **44%** of our measures (CIP & PAMs) do not have data for quarter 2. However, for areas where data is available, our analysis shows that **33%** of the 100 Corporate Improvement Plan (CIP) Measures and **24%** of the 17 Public Accountability Measures (PAM) met their target. To put this into perspective, at the end of quarter two last year (2019-2020), 39% of our Corporate Improvement Plan (CIP) measures met their target and 27% of PAM's met their target.
- Out of the 95 Corporate Improvement Plan (CIP) objectives **51%** were Green and **37%** were Amber at the end of quarter 2. At the same time last year, 52% of Corporate Improvement Plan (CIP) objectives met their target.
- As part of our quarterly performance monitoring process, Cabinet portfolio holders have discussed any objectives or measures with a red or amber status with the relevant Corporate Director and Head of Service to ensure appropriate actions are taken and necessary resources allocated to bring performance back on track.
- The following graphs provide a detailed account of the Council's performance against its Corporate Improvement Plan (CIP) Objectives and Measures, including future actions to improve performance. The information can be viewed by service, by Corporate Improvement Plan (CIP)

Outcome or by Equality Objective. You can also filter the information by RAG (Red, Amber, Green) status.

- ***Please note the initial view on the graph below is for the 'CIP OBJECTIVES', to view the 'CIP MEASURES' please click on the button at the bottom of the left hand purple banner called 'Filter CIP measures'**

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src="https://app.powerbi.com/view?r=eyJrIjoiaMDM5YTM0NTEtNjliYS00NDViLTk3NmQtMzM1MDgzMDMzMmQ2liwidCI6ImMwMWQ5ZWUxLTBjYjAtNDc1NC05OWFILTazYWU4YTczMmI1MCIslmMiOjh9&pageName=ReportSection" frameborder="0" allowFullScreen="true"></iframe>

4.1 The Economy

Our well-being and equality objectives are:

- We will develop a vibrant ECONOMY (Well-being Objective 1)
- We will enable people with a disability to have improved opportunities for valued occupation including paid employment (Equality Objective 1)
- We will ensure equality of opportunity for all our staff and take action to close the pay gap (Equality Objective 2)

Key Achievements & Areas for Consideration

Transformation Programme achievements:

- **Affordable Housing:** Works have commenced on three sites: **Heol y Ffynon** (Cradoc Close), Brecon, **Sarn** and **Bowling Green**, Newtown. **65 units** are under construction with an estimated **£10.8 million** investment. This brings the total number of units under construction and in programme to **231**.
- **Growing Mid Wales:** Colleagues are engaging with the Welsh and UK Governments following the publication of 'A Vision for Growing Mid Wales Strategic Economic Plan and Growth Deal Road Map', and management and resourcing proposals for the Growth Deal are being developed. A project Validation Review was undertaken of the Mid Wales Growth Deal with Welsh and UK Government officials. Four Mid Wales Growth Deal - Portfolio Business Case Workshops were held with Welsh Government and UK government officials and senior regional officers

Other achievements:

- The Council continues to **support individual businesses** in response to enquiries, and regular updates are published on the Council's website and Facebook page offering COVID-19 and tourism sector guidance and support.
- **£25,000** has been secured from the Transforming Towns Revenue Fund for a Powys-wide 'Support Local' campaign. The project activity is due to continue until March 2021, and forms part of the COVID-19 recovery work; the expected completion date is March 2021.

- The **Transforming Towns Green Infrastructure** project was approved for Newtown, and is due for completion in March 2021. The total project cost is estimated to be **£760,000**.
- An additional **£77,000** of funding has been secured for 2020/21 to expand the staff resources for the **Communities for Work+** programme, which supports people into employment. Programme participants wishing to start their own business have been signposted to Business Wales for specialist advice and support.
- **158** Council staff are currently undertaking an **apprenticeship** programme, of which 24 are employed as apprenticeships.
- An assessment is currently underway of the Council's **Gender Pay Gap** as at 31/03/2020. The outcome of the assessment must be published by 30/03/2021.

Areas for consideration:

There were no RED objectives or measures for Q2 under this well-being objective, however the following issues should be considered.

- There is currently insufficient grant available/confirmed for all the **affordable housing schemes** in development. The lack of Welsh Government grant funding may mean that the Powys Affordable Housing programme will need to be scaled back or delayed. Without additional grant funding it may not be possible to achieve 250 homes by the end of 2023.
- **The following 3 objectives have been delayed due to COVID-19:**
 - Explore commissioning options to ensure that people have optimum opportunity to gain employment
 - Use strengths-based approaches to ensure that supported employment converts to independent employment where possible
 - Create a work, leisure and learning partnership (including citizens and carers) to lead to development of employment opportunities

4.2 Health and Care

Our well-being and equality objectives are:

- We will lead the way in providing effective, integrated HEALTH AND CARE in a rural environment (Well-being Objective 2)
- We will improve the availability of accessible homes, adaptable homes and life-time homes, that provide suitable and sustainable accommodation for future generations (Equality Objective 3)
- We will help people to get the support they need to prevent homelessness (Equality Objective 4)

Key Achievements & Areas for Consideration

Transformation Programme achievements:

- **Extra Care:** Work has continued in Extra Care, with planning applications submitted for **Neuadd Maldwyn** and the process commencing for Welshpool and **Pont Aur**, Ystradgynlais. Discussion

have been held with Wales and West Housing Association with regards to **Neuadd Brycheiniog** in Brecon and internal discussions have been held regarding property in **Llandrindod Wells** and **Machynlleth**.

Other achievements:

- The **Early Help** service has dealt with a significant increase in demand and successfully adapted service provision to meet the ever changing Government and Public Health guidelines.
- Our Children's service has continued to return children safely home and also closer to their own communities, in quarter 2 there were **12 step downs of accommodation** achieved for children and young people who are looked after, so far this financial year there have been 27. The **Signs of Safety** implementation plan continues to focus on co produced plans for children and their families with the aim of keeping children safely at home wherever is possible.
- We have worked in partnership with PTHB to develop safe accommodation for children with complex needs which has resulted in securing **£225,000** capital funding from the Regional Partnership Board.
- The percentage of children looked after who had 3 or less placement moves during the year has consistently been sustained at **3%** which is much lower than the Welsh National Average of 10% and evidences our work to ensure children and young people have stable placements.
- A wide range of training sessions for the workforce continued to be held using webinars. **Social Services and Well-being Wales Act** training was held in September to review the Act and reflect upon its implementation and impact on service delivery.
- We secured one additional **Domestic Abuse (DA)** refuge and one move on house for domestic abuse survivors; and secured funding to build a new domestic abuse refuge by March 2021.
- We have developed **support hubs** within the library services to deliver housing related support in a number of localities across Powys.
- Microenterprises (small community businesses that support and care for local people) are operating in Brecon, Hay on Wye, Presteigne, Knighton and Crickhowell; and are currently supporting **22** individuals known to the Council.
- **Technology enabled care:** between 1st April and 30th September 2020, **265** unique individuals have been supported with technology enabled care. The 265 individuals received between them a total of **314** prescriptions (deliveries) equating to **522** items of technology enabled care.
- During COVID-19 we have continued to meet our duties in relation to **Mental Health Act** assessments by undertaking face-to-face visits.
- **138** carers to date have been supported via creative and innovative ways via the respite project.
- Whilst Welsh Government guidance on hospital discharge continues to be followed during the COVID-19 period, the previously developed **Choice Policy** was signed off by Cabinet in quarter 2; the Choice Policy clarifies how an individual can exercise choice in relation to service provision and how a third party top-up payment works.

- Powys County Council and PeoplePlus (Direct Payments Support Provider) have worked together to provide information relating to COVID-19 for recipients of **direct payments** and their Personal Assistants. The number of individuals receiving direct payments continue to increase.
- The **Dynamic Purchasing System (DPS)** tendering exercise closed at the end of quarter 2 and a good response received. The next step will be to evaluate applications for the approved provider list in quarter 3
- The length of time which an individual has to wait for a package of **domiciliary care** has improved significantly with quarter 2 having the lowest number of days awaited in the last 3 years

Areas for consideration:

There were no RED objectives and 1 RED measure for Q2 under this well-being objective. The RED measure was:

- The number of children subject to child protection plans per 10,000 population was **52.7** against a target of 41.4. (this is a new measure for 2020/21).

Reasons for underperformance are outlined below:

Due to the COVID-19 pandemic the number of children subject to **child protection** plans has increased. This reflects the increase in demand being experienced since June 2020 across the entire service, from Front Door to Care and Support to the Through Care Teams. We recognise that this is caused by the negative impact the COVID-19 pandemic has had on many families and communities, and we are seeing an increased number of children needing a child protection plan to keep them safe. The number of children on the child protection register has remained consistently stable for the first half of this year, but we have experienced a significant increase since July, which follows the same trend as the increase in demand on all our services.

4.3 Learning and Skills

Our well-being and equality objectives are:

- We will strengthen LEARNING AND SKILLS (Well-being Objective 3)
- We will improve opportunities and outcomes for children living in poverty (Equality objective 5)

Key Achievements & Areas for Consideration

Transformation Programme achievements:

- **21st Century Schools Transformation:** Significant work has been undertaken in the 5 workstreams of the Transforming Education Programme. The Council's Cabinet considered an options appraisal relating to a number of school catchment areas and two new schools have been built at Ysgol Llanfyllin (all age school) and Ysgol Cwm Banwy in September 2020. **Press release:** <https://en.powys.gov.uk/article/9597/Two-new-schools-set-to-open>. **Ysgol Llanfyllin** is the county's second all-through school and is being established after Llanfyllin C.P. School and Llanfyllin High School were merged. It will provide Welsh-medium and English-medium education for pupils from 4-18 years on the primary and high school sites. **Ysgol Cwm Banwy** is

the new Welsh-medium Church in Wales School which has been established following the merger of Banw Community Primary School and Llanerfyl Church in Wales Foundation School. The school will be located at the former Banw Community Primary School site in Llangadfan.

- A new vision for **Additional Learning Needs / Special Educational Needs (ALN/SEN)** has been developed and public engagement has been carried out. Approval has been given by Welsh Government for the Outline Business Case for **Ysgol Cedewain** and **Brynlliwarch** school projects. Construction of the new Welsh Church in Wales Primary School is on track and a tendering process is underway for **Ysgol Gymraeg y Trallwng**. A site selection process for a new site for **Gwernyfed** has commenced and business cases for new projects in **Llanfyllin** catchment, **Brecon** catchment and **Ysgol Calon Cymru** has been approved by Cabinet. Work is underway on All Age and Primary Schools and approval has been given to commence consultation to create a new All Age School in **Llanfair Caereinion** and a review of small schools is taking place.

Other achievements:

- The Welsh Government **Education Technology Investment Programme** has been implemented across Powys' schools to improve connectivity, networking and servers. Most primary schools and the majority of secondary schools are nearing completion on the improvements in these areas, however, this has been delayed due to the closure of schools. The focus of support for digital infrastructure had to be amended due to the closure of schools during the COVID-19 pandemic to ensure all learners had access to remote learning opportunities. Funding for the improvements to school digital infrastructure provided through the Welsh Government Education Technology Investment programme has been utilised to support the delivery of teaching and learning during the COVID-19 pandemic. The COVID-19 period illustrated that teaching staff do not have access to mobile technology. To ensure that teachers are equipped to provide remote teaching and deliver digital learning experiences, there is a need to invest in the access teachers have to mobile technology. Powys will purchase devices for each teacher as part of the investment programme.
- There is clear evidence that the work of the **Additional Learning Needs (ALN)** team is impacting positively on the confidence of Powys schools in the support for vulnerable learners and pupils with **Special Educational Needs / Additional Learning Needs (SEN/ALN)**. For example, the **school perception survey** – Powys' response to COVID-19 emergency notes that: **100%** of respondents agreed that there was effective provision and support for vulnerable learners was provided across the county when schools were being supported to establish and provide emergency childcare, with **80%** strongly agreeing.
- In quarter 2, Welsh Government published the Year 11 NEET (**Not in Education, Employment or Training**) figure for leavers for the academic year 2018/19, and Powys was the third lowest County in Wales with **1.0%**. The Youth Service met with all secondary schools virtually in quarter 2 to identify those current learners most at risk of disengagement and subsequently offered support to them. The Detached Youth Work Team have been working closely with Careers Wales, schools, and the college to ensure the maximum number of young people make a successful transition into post-16 education or employment.

- Letters have been issued to all eligible families who have children in receipt of **Free School Meals (FSM)**, or who are caring for children looked after (CLA), to inform them that the Pupil Development Grant - Access **uniform grant** is available and provide details of how to claim. The free school meals element of the uniform grant: **413** families contacted, **328** have claimed. CLA element of the grant: **102** families contacted, **19** have claimed.
- **Parenting support** has been delivered remotely using online forums during COVID 19. Early Help staff have organised Virtual Wellbeing Sessions and Flying Start Community Managers have organised Virtual Coffee Mornings. Early Help / Team Around the Family (TAF) Services funded via Families First and Flying Start have discovered that they have been able to engage with Fathers / other family members in the community more effectively via virtual parenting groups / meetings. The Family Information Service hosted an online forum with sessions on success transition into school.
- The ILM level 2 and 3 qualifications in **Leadership and Management** set up as an apprenticeship based programme started in August, with **15** employees undertaking the programme across the two programmes of study.

Areas for consideration:

- **There were no RED objectives and measures for Q2 under this well-being objective. We were unable to report on 16 of the 19 measures for the following reasons.** On the 18 March 2020 Welsh Government (along with the other devolved nations of the UK) took the decision to cancel **examinations** for summer 2020. As a result, all schools provided pupils with centre assessed grades and legislation had disapplied the obligations on a school to supply the data. As a result, there will be no verification process of examination grades or comparative data available to local authorities. The Local Authority are awaiting confirmation on the examination processes for summer 2021. In addition, Welsh Government legislation dated 3rd July 2020 removed the duties on governing bodies and local authorities to provide data to local authorities and Welsh Government, respectively, on authorised and unauthorised absence for pupils registered at schools in the 2019 / 2020 academic year, and removed the duties on governing bodies and local authorities to provide data to local authorities and Welsh Government, respectively, on teacher assessment outcomes. As a result, the Authority does not have any appropriate data for a large number of the Key Performance Indicators. The attendance data will be heavily impacted for the academic year 2020/2021 due to groups of pupils having to self-isolate as a result of positive COVID-19 cases within a school.

4.4 Residents and Communities

Our well-being and equality objectives are:

- We will support our RESIDENTS AND COMMUNITIES (Well-being Objective 4)
- We will improve opportunities for our residents and communities to become more digitally inclusive, enabling them to easily access the services they need and participate fully in everyday life (Equality Objective 6)

Key Achievements & Areas for Consideration

Transformation Programme achievements:

- There are no Transformation projects supporting this Vision 2025 Well-being objective.

Other achievements:

- We have recruited a **Community Broadband Officer** to support communities develop digitally.
- We have implemented a **text to speech messaging service** to improve access to our services.
- Our library service has introduced a range of **online cultural activities** and promoted access to digital health and wellbeing resources during lockdown

Areas for consideration:

There were no RED objectives or measures for Q2 under this well-being objective.

4.5 Making it Happen and Our Corporate Health

In order to make our plans happen and support our transformation we said we would:

- Engage and communicate
- Strengthen leadership and governance
- Change how we work

Key Achievements & Areas for Consideration

Transformation Programme achievements:

- **Digital Powys:** The Digital programme has continued with some new deliverables added to specifically support the Councils COVID-19 response. Work has progressed around the **Visitor Management System/Digital reception**, a desk booking system and a Management System virtual agent. Work has been completed on council and business rate direct debit, pavement licence facility, school transport consultation and self-service password. In addition recruitment has taken place for a Digital Places workstream lead.
- **Integrated Business Planning:** The project plan for Integrated Business Planning (IBP) has been heavily disrupted due to the pandemic which hit the Council in March. Work has focused on dealing with the budget deficit the Council is facing in the current financial year. The Integrated Business Planning Board has resumed and work has begun to digitise the Integrated Business Plan, to provide a much more streamlined process for the way services record and monitor their business objectives and tasks.
- **Workforce Futures:** Internal Services have been approached to engage with the COVID abridged process for Workforce Planning which has been designed to ensure appropriate Resourcing Plans are produced for the Integrated Business Planning cycle requirements. The facilitated sessions will be there to help service managers and their teams think, act, and therefore deliver differently to support the 5 ways of working. The **Training Needs Analysis** conducted in 2019 as part of the Workforce Planning cycle have been reviewed, corporately delivered training priorities have been identified and following COVID-19 Business Continuity Plans, these courses are now being delivered (and delivered virtually) where possible, and work is ongoing to support the production of a **Service Training Plan**.

Other achievements:

- Our new **digital engagement platform** has been used for a number of consultation exercises including Post-16, Additional Learning Needs and staff engagement. Overall, consultation has been restricted due to the pandemic, however, targeted engagement has taken place with businesses in relation to COVID-19.
- In July a review of the **Heart of Wales Property Services (HOWPS)** Contract was initiated with many areas of the housing service being reviewed. Housing repairs and voids was completed in September, which identified improvements in capacity for these 2 areas.
- The Council published its **Annual Performance Report** and **Strategic Equalities Monitoring Report** in July 2020, which set out how it had performed during 2019-2020, against the objectives in **Vision 2025: Our Corporate Improvement Plan** and our **Strategic Equalities Plan**. Both reports were published before the statutory deadline of October 2020 and March 2021 respectively. **Press release:** <https://en.powys.gov.uk/article/9435/Corporate-Improvement-Plan>



- The number of residents with a **MyPowys account** keeps rising steadily as we move forward with more processes going live. At the end of quarter 2, there were **36,784** accounts, which exceeds the target of 31,500. **21** automated processes were made available to our customers, which included some relating to our COVID-19 response.
- The use of Microsoft Office 365 software for **Welsh Translation** has been trialled by the Council.
- The Council has continued to publish new data on its **Well-being Information Bank** website, making key statistics readily available to residents and communities of Powys. We have increased the number of reports to **64**, exceeding our target of 54. Over **£1 million** of efficiencies have been identified through reviewing and re-designing our services.

- Over the 6 month period April to September 2020, the average days lost per Full Time Equivalent (FTE) is **3.68**, which over 12 months projects to be 7.37 days lost per FTE. Home working and COVID-19 restrictions have aided this improvement, however monitoring of sickness levels will continue with the current pandemic and entering the Autumn / Winter months.

Areas for consideration:

There were no RED objectives and 2 RED measures for Q2 under this well-being objective. The RED measures were:

- By March 2021, the **Local Authority Trading Company (LATC)** will have considered a minimum of four business cases, for potential development (e.g. housing) of council owned land. (this is a new measure for 2020/21)

Reasons for underperformance are outlined below:

The Local Authority Trading Company (LATC) is currently remaining dormant due to the pandemic as it is not business critical work.

- Increase in the percentage of staff who have completed an **annual appraisal** and the percentage of staff that have completed a 6-month review. At the end of September this was **60.8%** against a target of 80%

Reasons for underperformance are outlined below:

The completion of employee appraisals has been delayed by the pandemic due to the focus on Business Critical Activities. Although only 60.8% by 30 September, that figure increased to 69.1% by 15 October and is due to exceed the 80% by end of quarter 3.

5. Review of Vision 2025 Outcomes

As detailed in the **Powys Recovery Planning Report** that went to Cabinet on 15 September 2020, (<https://powys.moderngov.co.uk/documents/s52596/COVID19%20Recovery%20Planning.pdf>), the Council has been operating five Recovery Sub Groups, each aligned to a specific Outcome, detailed in the diagram below. These outcomes have been agreed by Cabinet, and it is recommended that they replace the 40 outcomes outlined in the current Vision 2025: Our Corporate Improvement Plan document. Reducing to five specific outcomes will ensure the Council maintains a clear focus and has an achievable Vision.



6. Public Accountability Measures

The Public Accountability Measures are a set of indicators used by Welsh Government to compare performance in key areas across the 22 local councils in Wales.

Key Achievements & Areas for Consideration

Achievements:

- **Housing:** The average number of days to complete repairs was **7** days for quarter 2 exceeding the target of 10 days for the quarter. Performance was also better than at 2019/20 year end when this was 8.23 days
- **Housing:** The percentage of empty private properties brought back into use was **1.4%** for quarter 2 exceeding the target of 0.1% for the quarter.
- **Childrens Services:** The number of placement moves was **3%** for quarter 2 exceeding the target of 10% for the quarter. Performance was also better than at 2019/20 year end when this was 4%.
- **Highways, Transport and Recycling:** Waste reused, recycled or composted was **67.45%** for quarter 2 exceeding the target of 64% for the quarter. Performance was also better than at 2019/20 year end when this was 64.64%.

Areas for consideration:

Childrens Services: The percentage of assessments completed for children within statutory timescales was **76%** for quarter 2, which is below the target of 90% for the quarter.

Reasons for underperformance are outlined below:

Due to the COVID-19 pandemic the number of approaches to the **Front Door Service** has increased. This is reflected in the increase in the number of referrals going through to the Assessment Service that has been experienced.

In quarter 2 2019/20, 208 referrals were made to the Assessment Service in comparison to **257** in quarter 2 2020/21. We recognise that this is caused by the negative impact the COVID-19 pandemic has had on many families and communities and therefore predicted a rise in demand on all of our services and additional staffing is being allocated into Early Help, Front Door and the Assessment Service to help to deal with the increase on demand.

- ***Please note the initial view on the graph below is for all measures in the CIP and PAM sets. To view the PAM measures only please click on the button at the bottom of the left hand purple banner called 'Filter PAM measures'**

Embed://<iframe width="900" height="500"
src="https://app.powerbi.com/view?r=eyJrIjoimDM5YTM0NTEtNjliYS00NDViLTk3NmQtMzM1MDgzMDMzMmQ2IiwidCI6ImMwMWQ5ZWUxLTBIYjAtNDc1NC05OWFILTazYWU4YTczMmI1MCIslmMiOjh9&pageName=ReportSection68a76d358f1fc1bdab14" frameborder="0" allowFullScreen="true"></iframe>

Resource Implications

The Head of Financial Services (Section 151 Officer) commented as follows:

""

Legal Implications

The Solicitor to the council (Monitoring Officer) commented as follows:

""

Local Members

This report impacts all Members equally and does not affect local Members individually.

Integrated Impact Assessment

Attached: Yes/**No**

Reason: This is not required as there are no proposals for Service changes.

Recommendations

Recommendations

- That Cabinet agrees future monitoring and reporting will be based on the 5 New Outcomes outlined in section 5 above, rather than the current 40 outcomes in Vision 2025: Our Corporate Improvement Plan.
- Cabinet notes the continued achievements and the tremendous response of the organisation during unprecedented and challenging times of a global pandemic, while balancing the need to restart and progress business as usual and Vision 2025 priorities.

Reason for Recommendations

To celebrate key achievements as well as recognise areas of underperformance, and ensure they are brought back on track and the council's intended outcomes are achieved.

To ensure the council's Performance Management and Quality Assurance Framework is implemented effectively, providing appropriate and timely reporting and monitoring against the Corporate Improvement Plan, Public Accountability Measures and Business Critical Activities.

Contact

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4.2

CYNGOR SIR POWYS COUNTY COUNCIL.

CABINET EXECUTIVE Tuesday, 3rd November 2020

REPORT AUTHOR: County Councillor Aled Davies
Portfolio Holder for Finance

REPORT TITLE: Strategic Risk Register Report Quarter 2 2020/2021

REPORT FOR: Decision

1. Purpose

- 1.1 The purpose of this report is to set out the council's latest position on managing its key risks, contained in the Strategic Risk Register (SRR). It also outlines the arrangements put in place by the Council for managing the key risks relating to the Covid-19 pandemic.

1. Background

- 2.1 Our Strategic Risk Register is key to safeguarding the organisation and building resilience into our services. At a time when the Council is facing unprecedented challenges, the effective management of risk is needed more than ever. A risk-managed approach to decision making will help us to achieve the well-being objectives in Vision 2025, deliver services more efficiently and using innovative and cost-effective means, and help the Council manage its Covid-19 response and recovery.

2. Advice

- 3.1 To ensure a risk managed approach to decision making and good governance of the Council, it is proposed that Cabinet:
- Review progress to mitigate strategic risks
 - Continue to note the new Covid-19 risk register

Review of progress to mitigate Strategic Risks

- 3.2 As at the end of quarter 2 2020-2021, there are 12 risks on the strategic risk register. Following the decision made by Silver Command to proceed with risk monitoring, all strategic risk owners have provided a short summary of progress since quarter 1 2020-2021, to give assurance that mitigating actions are being actioned and monitored.
- 3.3 Please see appendix A for full details of the 12 strategic risks, and progress against the mitigating actions identified to control them.

- 3.4 Please see appendix B to view a heat map which presents the results of the quarter 2 risk assessment process visually. It highlights that two out of the twelve risks are placed within the 'major' impact category with a probability of almost certain, one is placed within the 'major' impact category with a probability of likely and one is placed within the 'catastrophic' impact category with a probability of possible.

Escalation of risks to the Strategic Risk Register

- 3.5 During quarter 2 2020/2021 no risks have been escalated to the Strategic Risk Register.

Covid-19 risk register

- 3.6 In order to effectively identify and manage risks relating specifically to the Covid-19 pandemic, a separate risk register was created to provide clarity and oversight for Gold and Silver Command. These risks are reviewed and monitored regularly and have been separated into response and recovery risks, using a new matrix developed specifically for assessing Covid-19 related risks.
- 3.7 Currently there are 56 risks recorded, 4 of the 64 risks are placed within the 'major' impact category 2 with a probability of likely and 2 almost certain, and another 1 placed within the 'catastrophic' impact category with a probability of possible. The register is still monitored by Gold and Silver Command on a weekly basis.

4. Resource Implications

- 4.1 There are no direct resource implications in relation to this report however all risk owners need to consider the resource implications of managing the risk and decide if the best course of action is to tolerate or treat.
- 4.2 The Strategic Risk Register outlines the key risks to the Council's activities, as well as risk to delivery of objectives contained within the Corporate Improvement Plan. There are no direct financial implications from the report although these may arise as new risks are identified on an on-going basis.

The Head of Finance (Section 151 Officer) notes the comment above, financial implications are identified through the relevant service and are considered through the financial management processes in line with the authorities' financial regulations.

5. Legal implications

- 5.1 Legal: The recommendation can be supported from a legal point of view.

5.2 The Head of Legal and Democratic Services (Monitoring Officer) has commented as follows: "I note the legal comment and have nothing to add to the report".

6. Data Protection

6.1 N/A

7. Comment from local member(s)

7.1 N/A

8. Integrated Impact Assessment

8.1 N/A. The Service Risk Register is not setting out any changes or proposals to service delivery.

9. Recommendation

It is recommended that Cabinet notes the current Strategic Risk Register and is satisfied with progress against mitigating actions for quarter 2.

The recommendation above will ensure:

- **Appropriate understanding and management of strategic risks which could prevent us from achieving our objectives**
- **A risk managed approach to decision making and good governance of the Council**
- **The risk related to Powys residents, services and Council staff as a result of a COVID-19 (Coronavirus) epidemic is monitored and reviewed regularly.**

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Head of Service:

Corporate Director: Ness Young, Corporate Director (Resources and Transformation)

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Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
			<p>to meet the needs of our local population and support Children and Young People in our care to achieve the best possible outcomes.</p> <p>In addition to the pressure on our placement budget as described above, we also continue to have continued challenges in recruiting and filling our vacant posts and therefore have a continued reliance on agency staff.</p> <p>Funding by Welsh Government through grants is an aspect of delivering Children's Services. We have worked hard to make the most of the income and use on reducing demand and delivering channel shift. We are at the beginning of a programme of transformation, the benefits of which will not be fully felt for a number of years. Grants can be removed by Welsh Government. Work under way with the RPB to deliver big projects that will deliver big impact changes, e.g. multi agency funding of the early help hubs.</p> <p>The following wording 'Addressing the deficit in the FRM (£1.1million) for 2018/19' has been taken out of the risk title as it refers to 18/19 and is out of date. The current risk in relation to the FRM will still be addressed this risk as it is covered by the ability to meet the requirements of the MTFS.</p> <p>13/10/2019</p> <hr/> <p>07/04/2019</p> <hr/> <p>31/03/2019</p> <hr/>					

Strategic Risk Register				Portfolio	Inherent	Residua	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
ED0022 Lynette Lovell Escalated From :- Education	The council will be unable to manage the schools' budget without ongoing adjustments to the distribution formula and improving financial management. If they are unable to manage the budget, there will be a significant compromise to the quality of education for Powys learners.	Some schools will have spiralling deficits which will have a financial impact on the rest of the Council and the learners in their care.	04/10/2020 Qtr 2 20/21. Review Summary: In Quarter 1 the new formula was in place for schools, and the change mainly affects the secondary schools in Powys. The authority's ability to evaluate the impact of the change has been hampered by the pandemic, but in the budget setting process the signs were encouraging and were pointing towards reducing the overall in-year deficits within the secondary sector. All schools budget submissions were reviewed by the interim Chief Education Officer and SSMT in conjunction with the Head of Finance. All schools in a deficit or significant surplus position were asked to submit Recovery Plans or Spend plans, supported by all appropriate documentation by 16th October. The Schools finance team have worked with schools to identify the financial impact of their response to the Covid-19 pandemic, including ensuring that additional expenditure / lost income is accurately recorded and claimed and that any savings / delayed savings are identified and captured. Autumn Term finance surgeries have begun, prioritising those schools with deficits / concerns around finances. All opportunities taken to reinforce importance of good financial housekeeping (e.g. accuracy of coding etc. and to keep schools updated on latest economic / financial issues. 1-2-1 training and support has been provided to individual schools as required and additional support has been provided for any new business managers. Finance training was provided as part of the New Head Induction training. Support has been provided for Business Manager recruitment processes. The ALN element of the funding formula is currently being reviewed by a working	<i>Cllr Phyl Davies</i> Lynette Lovell	12	9	<ul style="list-style-type: none"> Implementation of R5 in the PIAP PIAP 	<ul style="list-style-type: none"> Action In Progress Control In Place

Strategic Risk Register				Portfolio	Inherent	Residua	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
			<p>group of authority officers, head teachers and governor representatives to ensure that the budget is more closely targeted to learners with ALN.</p> <p>28/06/2020</p> <hr/> <p>1st Qtr 20/21. Review Summary: All Schools have submitted budgets approved by their Governing Bodies. These are being reviewed by the Schools finance team and finance surgeries with Schools are continuing. The interim Chief Education Officer and SSMT in conjunction with the Head of Finance will consider a report setting out individual schools' budget plans and agree any actions required in relation to deficits or clawback. The Schools finance team are working with Schools to update budgets for the impact of the Covid-19 lockdown, both in terms of cost reductions due to closure of schools and delayed savings realisation as a result of the temporary withdrawal of the Management of Change process. Schools service and Schools finance team will continue to work with Schools to produce balanced budgets / deficit recovery plans, providing support, challenge and scrutiny as required.</p> <p>A limited review of part of the Schools' funding formula during 2020 is proposed to consider the ALN element. Ongoing work on school transformation needs to be delivered to provide long term sustainable school finances.</p> <p>26/04/2020</p> <hr/> <p>4th Qtr 19/20 Review Summary: In Quarter 4 Cabinet and, subsequently in February, Full Council agreed the additional funding for the schools delegated budget as part of their budget proposals for 2020/2021. This funding would be used for the funding of pay awards, increased teachers pension costs, some items of non-staffing funding</p>					

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
Page 35			<p>and the creation of a TLR allowance for the secondary sector.</p> <p>Schools were issued in February with their 2020/21 funding allocation including the above additional funding commitments, and were also provided with estimated funding for 2021/22 onwards.</p> <p>Ongoing work between the Schools Service, Finance, HR and the individual schools to look at the budget which is anticipated for 2020/21 and the setting of a balanced budget by each school continues to take place. Prior to the lockdown, budget meetings had taken place with the majority of the schools. However, due to Co-VID-19 the management of change has been temporarily stopped. Final budget plans from all schools are due by 1st May 2020, schools were given an extension until the 22nd May. However, due to the current COVID 19 lockdown in respect of schools, we have not received further guidance on schools delegated budgets and will continue to assess the impact on the budgets of schools being closed.</p> <p>12/01/2020</p> <hr/> <p>3rd Qtr 19/20 Review Summary: The authority issued an additional 11 warning notices in September 2019 to schools and meetings have been held with those schools with the Head of Service and Section 151 officer. These meetings were to discuss the actions required by the respective schools to halt the deficit and to look at how these deficits could be clawed back. As part of the budget process for 2020/2021 the Cabinet will be considering the funding pay awards, pensions and the creation of a teaching and learning responsibility (TLR) allowance. The TLR Allowance would be for the secondary schools and would be within the funding formula.</p>					

Strategic Risk Register				Portfolio	Inherent	Residua	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
ED0023 Lynette Lovell Escalated From :- Education	The council fails to make the necessary improvements in response to Estyn recommendations.	Failure to implement these recommendations would have a negative impact on learner experience in Powys. This could also result in the Welsh Government taking over the responsibility of education in Powys.	<p>04/10/2020</p> <p>Qtr 2 20/21 Review Summary: The risk was reviewed and agreed 28/9/2020. The Improvement and Assurance Board on 29.07.20 recognised that Recommendation 1 is most at risk due to the prolonged period in which the schools were closed.</p> <p>28/06/2020</p> <p>1st Qtr 20/21 Review Summary: All staff and pupils have access to the national learning platform (Hwb). All Schools were committed to providing online learning experiences for their pupils, including significant interaction across schools to share effective practice. There are 16,000 learners in Powys and 881 have been provided with digital devices and 532 have received mobile Wi-fi devices for use at their home address. This was achieved through effective collaboration between the schools and the Local Authority. Following the WG guidance 'Stay safe, stay learning' and the new advice around live streaming of lessons, all of the Powys schools have now engaged effectively in providing learning experiences for Powys learners. This is monitored weekly by the Challenge Advisers and fortnightly by the Interim Chief Education Officer. However, there is always concern that some learners will find it hard to engage without face to face support from teachers and staff. The School Transformation Board has considered papers which were taken to Cabinet and Scrutiny, and the Leader approved the Strategy for Transforming Education in Powys in Quarter 1. The strategy is currently being implemented and the governance has been approved. The Home to School Transport Policy, is currently in consultation. Following extensive discussions with headteachers, an</p>	<p>Cllr Phyl Davies</p> <p>Lynette Lovell</p>	12	9	<ul style="list-style-type: none"> • Reopen Schools • Implementation of the PIAP 	<p>Action In Progress</p> <p>Action In Progress</p>

Strategic Risk Register				Portfolio	Inherent	Residua	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
			<p>engagement paper outlining the broad vision for ALN reform has been agreed by Cabinet and is subject to public engagement which finishes in Quarter 2.</p> <p>In Quarter 1, collaborative and robust decision making by leaders was taken at pace. Officers produced clear guidance for schools and parents. Learners' wellbeing underpinned all strategic decision making.</p> <p>26/04/2020</p> <hr/> <p>4th Qtr 19/20 Review summary. Following an HMI visit, which took place on 11 February 2020, it was recognised that there is a clear direction of change, with effective prioritising of work and the Local Authority was moving at pace. The Improvement and Assurance Board have received monthly thematic reports, which detail progress made on all recommendations, both at a strategic and an operational level. The Improvement and Assurance board recognised in their February 2020 update that 'the authority has appropriate plans to push forward with improvements in education and is seeking to address these with energy.' It should be noted that the Improvement and Assurance Board is temporarily suspended due to COVID-19, however contact remains in place and progress against the Post Inspection Actions Plan is monitored by Schools Service, the Chief Executive and the Chair of the Board, Jack Straw.</p> <p>12/01/2020</p> <hr/> <p>3rd Qtr 19/20 Review Summary: The Post Inspection Action Plan is monitored weekly at the Schools SMT. It is also monitored monthly by the Improvement and Assurance Board with key themes being developed. These themes are Vision, ALN and Leadership. Estyn improvement conference has taken place on 28 November and as a</p>					

Strategic Risk Register				Portfolio	Inherent	Residua	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
			<p>result the PIAP has been approved. The PIAP reports to the Transformation Board within the Council and there is a monthly leader's meeting to monitor progress.</p> <p>The Post Inspection Action Plan is monitored weekly at the Schools SMT. It is also monitored monthly by the Improvement and Assurance Board with key themes being developed. These themes are Vision, ALN and Leadership. Estyn improvement conference has taken place on 28 November and as a result the PIAP has been approved.</p> <p>The PIAP reports to the Transformation Board within the Council and there is a monthly leader's meeting to monitor progress.</p> <p>01/12/2019</p> <hr/>					

Strategic Risk Register				Portfolio	Inherent	Residua	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
FIN0001 Jane Thomas Escalated From :- Financial Services	The Council is unable to deliver a financially sustainable budget over the short and medium term. The probability of this risk is heightened due to the impact of the Covid-19 pandemic and its impact on Welsh Government funding and subsequent settlements to the Council.	<ul style="list-style-type: none"> - The Council is unable to fulfil its legal obligation in setting a balanced budget - The Council will not be financially resilient or sustainable - Council reputation damaged - Inability to fulfil our statutory requirements 	<p>11/10/2020</p> <p>Qtr 2 20/21 Review Summary: Q2 outturn deficit reduced due to the WG support - services still improving on their forecasts to minimise the demand on reserves.</p> <p>Budgeting challenge through IBP process is ongoing with Services being asked to bridge the gaps they evidenced through the first Service Finance Resource Model (FRM) discussions - £19m to be addressed, which is not sustainable even with optimistic WG settlement scenarios</p> <p>05/07/2020</p> <p>1st Qtr 20/21. Review Summary: The Outturn for 2019/20 reported an underspend against budget of £1.4 million, however there were significant variances against budget for some service areas, and delivery of costs reductions were not fully achieved. These budget gaps were resolved at budget setting for 2020/21. Although delayed, due to the pandemic, work is now underway to assess each service area and the activity within in it in preparation for budgeting for next financial year and over the longer term. We do not yet have any indication of the funding levels that can be expected from WG, but we will update our financial modelling within the MTFS for potential funding scenarios and the revised budget gaps this creates. Ongoing discussion through Welsh Treasurers with WLGA and WG is fundamental raising awareness of the impact of changes in funding on the service the Council is able to deliver.</p> <p>03/05/2020</p> <p>4th Qtr 19/20 Review Summary: The outturn position for 2019/20 is not yet completed however it is still anticipated that there will be an underspend again budget. The impact</p>	Cllr Aled Davies Jane Thomas	25	15	<ul style="list-style-type: none"> • Revise the Medium Term Financial Strategy • Ongoing discussion with WG and WLGA through Society of Welsh Treasurers for Future Funding of Local Government • WG claims for Hardship and lost income continue and expect to remain in place til march 2021 • Reassessment of the activities of the Council through the Recovery Coordination Group • Review budget position at end of first quarter and consider changes to the 2020/21 budget • Cost Recovery work • 3rd party spend reduction • Income Generation • Monthly reports to cabinet and Management Team on budget progress and progress on savings • Budget Challenge Events • Moved to a 3 year balanced budget 	Action In Progress Action In Progress Action In Progress Action In Progress Control In Place Withdrawn Withdrawn Withdrawn Withdrawn Withdrawn

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
			<p>of Covid-19 pandemic is likely to have a significant impact on the councils budget and the situation is under constant review as we moved through the next weeks and months. The council will undoubtedly have to review its medium term financial plan in response to the emerging financial position.</p> <p>05/01/2020</p> <hr/> <p>3rd Qtr 19/20 Review Summary: Cabinet are finalising a balanced budget proposal for 2020/2021 with a 5 year medium term plan which identifies the projected budget gaps for the 5 year period. Integrated business planning will continue to be embedded and improved across the organisation to ensure that the council can deliver its vision outcomes and objectives whilst maintaining a balanced budget and financial stability over the medium and longer term.</p> <p>29/09/2019</p> <hr/> <p>07/04/2019</p> <hr/>					

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
HO0018 Andy Thompson Escalated From :- Housing	Compliance in Powys County Council Housing Stock	Risk of Injury or loss of life - Reputational damage - Loss of grants (including Major Repairs Allowance circa £3.63m) - Risk of legal action and significant fines	<p>20/09/2020</p> <p>Qtr 2 20/21 Review Summary: 22.09.20: Compliance One Hundred project is working well but the extent of the work needed - including some works to assets - to achieve 100% compliance means that a revised target date of December 2021 is now in place. High risk areas are being addressed with highest priority (for example legionella, heating systems and fire safety) which will mitigate the risks to residents.</p> <p>21/06/2020</p> <p>1st Qtr 20/21. Review Summary: Compliance One Hundred project extended to December 2020. Work continues apace to achieve 100% compliance by the end of 2020 and to have in place all necessary policies and procedures to maintain that status thereafter. Water systems management has already been improved, with a specialist contractor undertaking water monitoring and a Seven-day-flush regime introduced for all vacant municipal homes. Heating servicing has regained momentum after a hiatus during the Covid-19 event but concerns remain about the quality and administration of work, which have being addressed by the introduction of formal Quality Assurance checking by the Compliance One Hundred team. Asbestos management is being reinforced by a detailed review of all asbestos liabilities in the municipal housing assets. Tenders are being prepared for specialist providers to undertake fire safety work.</p> <p>29/03/2020</p> <p>4th Qtr 19/20 Review Summary: Compliance One Hundred project has completed analysis of liabilities and responsibilities. Funds allocated in Housing Revenue Account Business Plan, approved by cabinet March</p>	Cllr James Evans Nina Davies	16	9	• Compliance One Hundred	Action In Progress

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
			2020. <u>01/03/2020</u> 4th Qtr 19/20 Review Summary: The Compliance One Hundred Project Team, reporting to the Housing Compliance Board, continues to make good progress. An assessment of six primary areas for compliance has been completed, the first stage of which is to make sure that there is a full and common understanding by both the Council and relevant contractors, including HoWPS, of all assets and systems which need to be included in compliance inspection, servicing and maintenance regimes. In the case of domestic heating systems, a Step-in has been issued to allow the Council to directly manage inspection and servicing for two months (March and April) to allow HoWPS the opportunity to bring its service up to the standard required. <u>02/02/2020</u> <u>19/01/2020</u>					

Strategic Risk Register				Portfolio	Inherent	Residua	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
ICT0010 Helen Dolman Escalated From :- Digital Services	Non compliance with data protection legislation (General Data Protection Regulations (GDPR) and UK Data Protection Act (DPA) 2018	<ul style="list-style-type: none"> - Potential fine of up to £17,000,000 or 4% of annual turnover - The Council is subject to regulatory data protection audits - Reputational damage - Regulatory enforcement action - Detriment to the data subjects - Civil action and associated consequences 	<p>27/09/2020</p> <p>Qtr 2 20-21 Review Summary: Control activities continue, such as Data Protection Impact Assessments, Data Processing Agreements etc. Information Security and personal data breach investigations continue to be managed and responded to. The Corporate Information Governance Group (CIGG) have considered and challenged elements of activity within the Council's Information Management Assurance and Governance plan (IMAG) to improve IG practices, taking into account work ongoing to support additional national Test, trace and Protect work. Subject Access request (SAR) backlog to be included within COVID recovery planning alongside other information request recovery activity</p> <p>05/07/2020</p> <p>1st Qtr 20/21 Review Summary: Consideration of measures required continue, based on new processes to be introduced, Data Protection Impact Assessments, new IT systems, new ways of working, new reasons to process personal data, outcome of breach investigations etc. The Corporate Information Governance Group agreed to revisit the Council's Information Management Assurance and Governance plan following COVID to consider whether processes, practices and risks may have changed.</p> <p>29/03/2020</p> <p>4th Qtr 19/20 Review Summary: A breach of data protection legislation can occur in many different ways, and whilst the Council can put in place many technical and operational measures to ensure compliance, an instance of staff not adhering to those measures can result in very serious breaches of personal data, for which the</p>	<p>Cllr Graham Breeze</p> <p>Diane Reynolds</p>	12	12	<ul style="list-style-type: none"> • Personal Data Breach Management • - Information Asset Register • - Development of internal records of processing • - Ensure signed agreements are appropriately stored • - Develop data controller vs data Processor check list for services • Review of postal checking regimes in place • Data Protection Impact Assessments • Provision of information to EMT, HoS, and Team Meetings • - Presentations to schools • GDPR Surgeries • - Review current ISP in line with revised versions • Staff training • Communication Plan • - Policies and Procedures • - Review existing Data Processing agreements • Cyber Security Action Plan • DPO considerations on reports to Cabinet • - Information sharing protocols • - Data sharing agreements • - Identify where information sharing takes place 	<ul style="list-style-type: none"> Action In Progress Action Completed Action Completed Action Completed Action Completed Control In Place Withdrawn Withdrawn Withdrawn

Strategic Risk Register				Portfolio	Inherent	Residua	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
			<p>regulator is able to take action against the Council as a Controller. The Council is not always able to control the errors caused by staff.</p> <p>The more robust the controls and measures the Council has in place to ensure compliance, then the more effectively it is able to argue cases of human error, when staff don't follow those measures or meet those controls put in place.</p> <p>05/01/2020</p> <hr/> <p>3rd Qtr 19/20 Review Summary: A breach of the GDPR and or Data Protection Act 2018 can occur not just through the disclosure of information, but by failing to comply with many aspects of the legislation. For example no provision of privacy notices, technical and organisational measures not being in place, data processing agreements not in place when personal data is being transferred to organisation processing our personal data, failing to meet timescales in the undertaking of subject access requests, failing to enable the public to exercise their rights of rectification, erasure etc.</p> <p>The Information Management Assurance and Governance plan (IMAG), planning overseen by Corporate Information Governance Group (CIGG), and the work of the Corporate Information Operational Governance Group (CIOG) support the Council's plans to reduce the potential to fail to meet the above obligations.</p> <p>13/10/2019</p> <hr/> <p>07/04/2019</p> <hr/> <p>31/03/2019</p> <hr/> <p>03/03/2019</p> <hr/>				<ul style="list-style-type: none"> - Implement revised WASPI Accord and templates - Revised centralised ISP register to link to information Asset and Record of Processing Activities (ROPA) - Create policy on services undertaking due diligence potential processors - Create log of data processors and agreements linking to information asset and ROPA 	<p>Withdrawn</p> <p>Withdrawn</p> <p>Withdrawn</p> <p>Withdrawn</p>

Strategic Risk Register				Portfolio	Inherent	Residua	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
ICT0029 Julie Davies Escalated From :- Digital Services	Cyber Security Threat. Risk of financial loss, disruption or damage to the reputation of Powys County Council from a failure of its information technology systems and or/loss of Data due to a cyber attack or Incident.	Loss of Information systems until they can be successfully restored. Loss of data, inability to access data or public disclosure of Personal Data. Cyber risk could materialize in a variety of ways, such as: • Deliberate and unauthorized breaches of security to gain access to information systems. • Unintentional or accidental breaches of security. • Operational IT risks due to factors such as poor system integrity.	<u>04/10/2020</u> Qtr 2 20/21. Review Summary: Security Operation policy and Process formally documented, A Cyber Response procedure is in progress detailing Deter, Detect, Respond, and Recover procedures <u>28/06/2020</u> 1st Qtr 20/21. Review Summary: Control actions in place and work continues on continual improvements identified in the Security Work plan in progress. It remains possible that a cyber attack can happen despite the many controls and procedures in place to prevent this. <u>22/03/2020</u> 4th Qtr 19/20 Review Summary 30/3/2020: Continuing to work on actions identified in Cyber Security Plan and to conduct reviews into further improvements to add to plan. Capital investment has been used to strengthen process for vulnerability management and incident detection, which enables prompt corrective action on identified risks. Cyber Essentials + accreditation achieved during this financial year along with IASME Governance (Information Assurance for Small and Medium Enterprises Consortium). Progress made in Cyber Security Training for all staff and Council members. <u>29/12/2019</u> 3rd Qtr 19/20 Review Summary: Continued improvements to Patching and compliance monitoring procedures. Continuing to work on actions identified in the Cyber Security Improvement plan. Continuing to develop Advanced Threat detection and Security improvements using O365 tools	Cllr Graham Breeze Diane Reynolds	12	9	<ul style="list-style-type: none"> Major Incident response processes End Point AntiVirus in place detecting known threats Disaster Recovery Procedures Capital investment in Security Operations Management Tools Additional Staff Awareness Capital Investment Security Operations Procedures Policy SBAR Reporting Cloud Security controls in place to detect and prevent malicious content in Office365 Device Encryprion Annual Penetration testing Cyber Security Improvement Plan Cyber Security Certification Staff Training 	<ul style="list-style-type: none"> Action In Progress Action Completed Action Completed Control In Place

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
			<u>15/12/2019</u> <u>07/07/2019</u> <u>07/04/2019</u>					

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
PCC0002 Andrea Mansfield	The impact on the Council as a result of Brexit.	<ul style="list-style-type: none"> - Increased service demand; - Relocation from the EU to Powys of families - estimated at 500; - Fuel shortages; - Loss of access to external (EU) funding programmes; - Reduced income to Powys County Council; - External market factors; - GDPR compliance; - Potential financial crash; - Unable to recruit/retain staff (EU Nationals); - Employee workload; - Delays/disruption to food and/or essential supplies. 	<p>04/10/2020</p> <p>Review Summary: No change to risk rating. The Strategic Brexit Risk Register and associated contingency plans are still in place. Powys County Council continue to work with our partner agencies, Welsh Local Government Association, and Welsh Government to ensure that we are aware of, and acting to the latest advice and guidance.</p> <p>28/06/2020</p> <p>1st Qtr 20/21. Review Summary: Due to the impact of the COVID-19 outbreak UK Government preparations for Brexit have advanced at a slower pace. There is currently a lack of clarity over what, if any, trade deal might emerge from negotiations, as well as the measures the UK Government will take to mitigate disruption. This combined with the wider impact and current unknowns associated with COVID-19 has seen both the inherent and residual rating of this risk increase. The Strategic Brexit Risk Register and associated contingency plans are still in place. Powys County Council continue to work with our partner agencies, Welsh Local Government Association, and Welsh Government to ensure that we are aware of, and acting to the latest advice and guidance.</p> <p>12/04/2020</p> <p>4th Qtr 19/20 Review Summary: No change to risk rating. The Strategic Brexit Risk Register is still in place, and Powys County Council continue to work with our partner agencies, Welsh Local Government Association, and Welsh Government to ensure that we are aware of, and acting to the latest advice and guidance.</p> <p>12/01/2020</p>	<p><i>Cllr Rosemaire Harris</i></p> <p>Nigel Brinn</p>	16	12	<ul style="list-style-type: none"> • Close monitoring • Continue to monitor economic indicators • Ongoing dialogue with external advisers • Cabinet briefed • Advice from pension advisers • Continue to work with WEFO • Brexit Continuity Plan • Brexit Risk Register 	<ul style="list-style-type: none"> Action In Progress Action In Progress Action In Progress Control In Place

Strategic Risk Register				Portfolio	Inherent	Residua	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
			<p>3rd Qtr 19/20 Review Summary: Following the successful vote on the 2nd reading of the Withdrawal Agreement Bill, the Prime Minister confirmed that Operation Yellowhammer should be halted with immediate effect due to the decreased likelihood of the UK leaving the EU without a deal on 31 January 2020. This means that the operational phase of Yellowhammer will not now be stood up in January 2020 and no further preparation is needed for a no deal exit on 31 January 2020.</p> <p>However, whilst we are standing down no deal preparations, Powys County Council are continuing to work to ensure that any adverse impacts of Brexit are mitigated as far as possible. Powys County Council are also working to identify opportunities to the organisation that may arise from Brexit. Work has been done to ensure that citizens are best placed to understand the changes that Brexit will bring.</p> <p>At this stage we are now awaiting guidance from the Welsh Local Government Association (WLGA) and Welsh Government, to ensure that we are best placed for the transition period. A Strategic Brexit Risk Register is held, and reviewed by the Strategic Brexit Coordination Group.</p> <p>06/10/2019 _____</p> <p>07/07/2019 _____</p> <p>07/04/2019 _____</p> <p>31/03/2019 _____</p> <p>03/03/2019 _____</p>					

Strategic Risk Register				Portfolio	Inherent	Residua	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
PCC0003 Caroline Turner	The council receives a negative regulatory / inspection report	<ul style="list-style-type: none"> - Meeting regulatory and legislative duties - Ability to provide a good quality of service to service users - Managing demand on the service - Recruitment and retention of staff - Staff morale - Reputational damage 	<p>04/10/2020</p> <p>Qtr 2 20/21. Review Summary: Care Inspectorate Wales (CIW) Monitoring Visit held week 14th September 2020, but outcome letter has not yet been received. This risk will be reviewed following the CIW Improvement Conference on the 9th October, and the Estyn Improvement Conference on the 18th-19th November.</p> <p>28/06/2020</p> <p>1st Qtr 20/21 Review Summary: Publication of the Sean Harriss report has been delayed due to Covid, but we expect WG to publish during the Summer of 2020. Powys County Council is currently establishing new improvements and assurance arrangements in place, as part of the transitional arrangements, in anticipation of WG bringing the current Improvement and Assurance Board to an end later this year.</p> <p>We are awaiting the outcome of the recent joint inspection of Mental Health Services by HIW and CIW. Regular meetings continue to be held with Estyn and CIW. CIW will be undertaking monitoring visits during this quarter, with a view to undertake an Improvement Conference during the Autumn.</p> <p>22/03/2020</p> <p>4th Qtr 19/20 Risk Review Summary: WG have commissioned Sean Harriss to undertake a review of the council's progress along its improvement journey since the Harriss review in Jan 2018. The review was undertaken during in Feb/March 2020, and will be published by WG in due course. All Inspections are suspended due to Covid-19, including the Improvement Conference that had been arranged for Adult Services by CIW.</p>	<p>Cllr Rosemaire Harris</p> <p>Caroline Turner</p>	20	16	<ul style="list-style-type: none"> • Improvement and assurance board • Improvement plans • Communications strategy (internal/external) • close working relationships with regulators • corporate support provided to services • close working relationship with WG 	<p>Control In Place</p>

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
			<p>05/01/2020</p> <p>3rd Qtr 19/20. Review Summary: On behalf of Caroline Turner: Regulatory Services continue to receive a high level of scrutiny and support across the Council. Robust support and challenge arrangements continue to be in place for Social Services, and are now in place for Education Services under the auspices of the Improvement and Assurance Board, as well as the Leader's Monthly Group Leaders meetings, and Scrutiny Committee arrangements. We are also ensuring that improvements in Housing are prioritised so that we can quickly demonstrate compliance with regulatory requirements. Whilst progress is being made in all areas this will continue to be a key focus for the Council for the rest of 2020.</p> <p>08/09/2019</p>					

Strategic Risk Register				Portfolio	Inherent	Residua	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
PCC0005 Nigel Brinn	The impact to Powys residents, services and Council staff as a result of a COVID-19 (Coronavirus) epidemic	Increased staff absenteeism; Increase demand for services from residents Increased workload for council staff as a result of staff absence and increased service demand Closure of Council premises resulting in reduced services to residents and office accommodation	<p>04/10/2020</p> <p>2nd Qtr 20/21. Review Summary: The Council has developed a separate risk register for the Coronavirus pandemic. The risks captured in this assessment include: Increase in services demands Financial impact on the council Availability of Personal Protective Equipment Reopening of Schools Safeguarding Workforce absence Delivery of Test Trace and Protect in conjunction with PTHB</p> <p>There are mitigating actions in place for all the risks identified and the risk register is reviewed weekly by the Council's internal GOLD Command Group (part of the Council's Emergency Response arrangements).</p> <p>12/07/2020</p> <p>Admin: amended review date from auto system setting it. 21/06/2020</p> <p>Review Summary: The Council has developed a separate risk register for the Coronavirus pandemic. The risks captured in this assessment include: Increase in services demands Financial impact on the council Availability of Personal Protective Equipment Distance learning for pupils Childcare provision Safeguarding Workforce absence</p> <p>There are mitigating actions in place for all the risks identified and the risk register is reviewed weekly by the Council's internal GOLD Command Group (part of the Council's</p>	Cllr Rosemaire Harris Nigel Brinn	25	20	<ul style="list-style-type: none"> Update Business Continuity Plans (at Service and Corporate Level); Establishment of an Internal Silver Command Powys County Council Representation on Powys Teaching Health Board Gold and Silver Command; Liaison with all Local Resilience Forum (LRF) Partners; PCC Liaison with Welsh Government and Public Health Wales; Communication and engagement with schools. Communications to residents, staff and members 	<ul style="list-style-type: none"> Action Completed Control In Place

Strategic Risk Register				Portfolio	Inherent	Residua	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
			Emergency Response arrangements) <u>03/05/2020</u>					

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
			<p>due to COVID – 19 has meant that targets within the Rectification plan has been narrowly missed.</p> <p>HOWPS are now utilising a new Compliance Tracker which is much easier to use and compliance can be easily identified across buildings and across tests.</p> <p>PCC have had to audit the information within the Tracker to ensure that the information is correct – This is putting extra pressure on the Strategic Property, but is necessary to ensure that the information being given to PCC is correct.</p> <p>Additional monitoring has been put in place to audit the access of the Alpha Tracker Database (asbestos information) to ensure that Alpha Tracker is accessed before every job is started. Our monthly audit has identified gaps in this access procedure, therefore this has been increased to weekly monitoring.</p> <p>Issues with Legionella Monitoring, information has not been sent to PCC by HOWPS. Clarification over roles and responsibilities is underway to ensure that risks are assessed and actioned.</p> <p>12/01/2020</p> <hr/> <p>3rd Qtr. 19/20: Review Summary:</p> <ul style="list-style-type: none"> Continued monitoring of HOWPS performance via monthly Contract Management Forums. Additional monitoring now in place of HOWPS performance with service-specific meetings to monitor various issues including statutory testing, complaints, asbestos tracking, void management and the inspection and servicing of domestic heating systems. A Rectification Plan has been received from HOWPS for services, provided for both Corporate and Housing, which are falling 					

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
			below the acceptable performance level. The Rectification Plan in its original form was rejected by the Council. A revised Rectification Plan is now awaited from HOWPS. <u>06/10/2019</u> <u>07/07/2019</u> <u>07/04/2019</u>					

Strategic Risk Register				Portfolio	Inherent	Residual	Controls and Actions	
Ref & Owner	Risk Identified	Potential Consequence	Last Reviews	Director or Head of Service			Control or Action	Status
			<p>we are redeploying employees to business critical services.</p> <p>The implementation of the council's workforce strategy and the RPB Workforce Futures Strategic Framework will resume when we return to business as usual. 19/01/2020</p> <p>3rd Qtr 19/20. Review Summary: In Quarter 3 the Council published its workforce strategy and as part of the RPB we have produced a final draft of the Workforce Futures Strategic Framework for the Powys health and social care workforce.</p> <p>The Council has mapped current activity around skills development across the county and has recently met colleagues from Ceredigion Council and agreed to develop a skills strategy for the Mid Wales Region, aligned to the Mid Wales Growth Deal.</p> <p>The Council has launched an apprenticeship talent pool and a joint apprenticeship programme with Powys Teaching Health Board.</p> <p>An action plan has also been develop to improve the recruitment and retention of Qualified Social Workers in Children's Services. 29/09/2019</p> <p>08/09/2019</p> <p>05/05/2019</p> <p>03/02/2019</p>					

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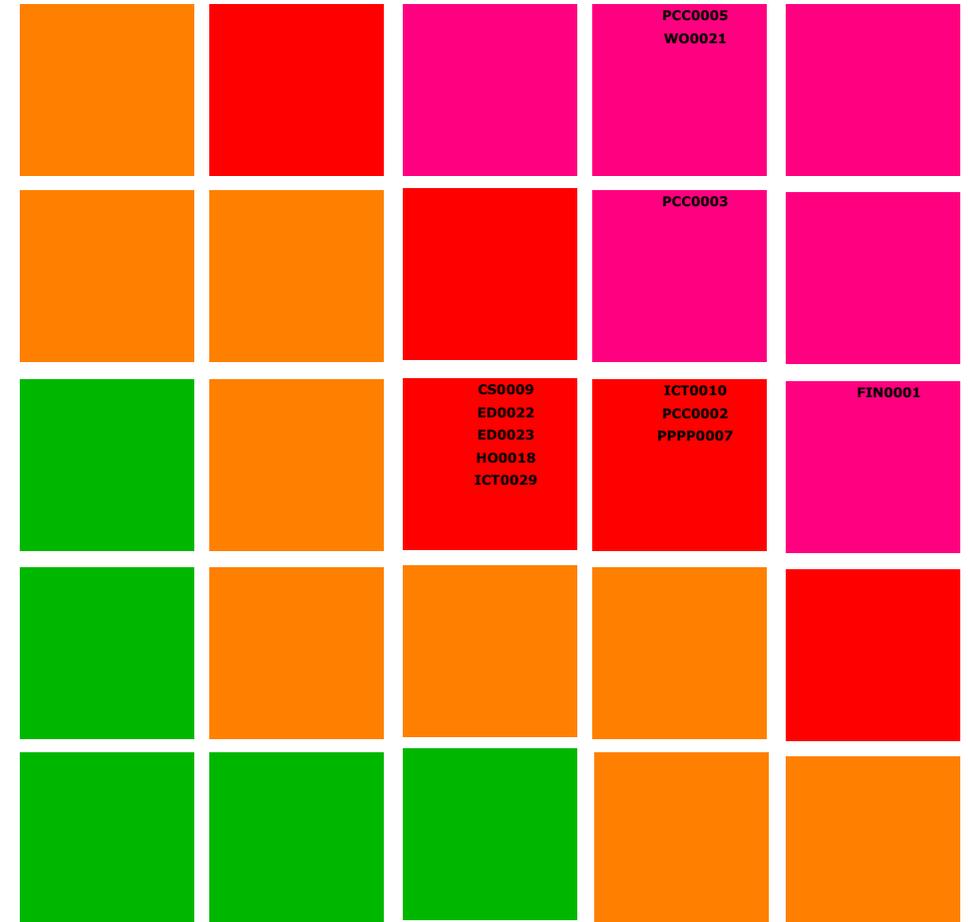
Heatmap Inherent and Current



Inherent Ratings Summary Heatmap

Residual Ratings Summary Heatmap

Probability



Page 59

Insignificant Minor Moderate Major Catastrophic

Insignificant Minor Moderate Major Catastrophic

Impact

Impact

Detailed Risk Information

Residual and Target Rating Changes since 22/04/2020

Risk Ref	Risk Identified	Owner	Service Area	Prev Inherent Rating	->	Inherent Rating	Prev Residual Rating	->	Residual Rating
PCC0005	The impact to Powys residents, services and Council staff as a result of a COVID-19 (Coronavirus) epidemic	Nigel Brinn	Powys County Council	25	→	25	20	→	20
WO0021	Significant long term decrease in the working age population impacts on Council's ability to recruit and retain or commission the workforce it requires	Paul Bradshaw	Workforce and Organisation Development	25	→	25	20	→	20
PCC0003	The council receives a negative regulatory / inspection report	Caroline Turner	Powys County Council	20	→	20	16	→	16
FIN0001	The Council is unable to deliver a financially sustainable budget over the sort and medium term. The probability of this risk is heightened due to the impact of the Covid-19 pandemic and its impact on Welsh Government funding and subsequent settlements to the Council.	Jane Thomas	Financial Services	16	↗ ₉	25	9	↗ ₆	15
PCC0002	The impact on the Council as a result of Brexit.	Andrea Mansfield	Powys County Council	12	↗ ₄	16	9	↗ ₃	12
ICT0010	Non compliance with data protection legislation (General Data Protection Regulations (GDPR) and UK Data Protection Act (DPA) 2018	Helen Dolman	Digital Services	12	→	12	12	→	12
PPPP0007	Heart of Wales Property Services (HOWPS) being unable to undertake contracted work in a timely and cost effective manner.	Gwilym Davies	Property, Planning, and Public Protection	12	→	12	12	→	12
HO0001	Compliance in Powys County Council Housing Stock	Andy Thompson	Housing	16	→	16	16	↘ ₋₇	9
ED0002	The council will be unable to manage the schools' budget without ongoing adjustments to the distribution formula and improving financial management. If they are unable to manage the budget, there will be a significant compromise to the quality of education for Powys learners.	Lynette Lovell	Education	12	→	12	9	→	9
ED0023	The council fails to make the necessary improvements in response to Estyn recommendations.	Lynette Lovell	Education	12	→	12	9	→	9
ICT0029	Cyber Security Threat. Risk of financial loss, disruption or damage to the reputation of Powys County Council from a failure of its information technology systems and or/loss of Data due to a cyber attack or Incident.	Julie Davies	Digital Services	12	→	12	9	→	9
CS0009	Ability to meet the requirements of the MTFS / Retaining grant funding around posts within Children's Services	Jan Coles	Children's Services	9	→	9	9	→	9

Report Selection Criteria

(REP_RECORD_CROSSCUT.Business Unit Code = @StrategicBusinessUnitCode AND (REP_RECORD_CROSSCUT.Status Flag <> "WITHDRAWN"))
and REP_RECORD_CROSSCUT.Record Type=1