

Appendix C

Risk assessment – corporate equality policy 11 March 2008

Risk identified		Impact Assessment	Impact score (1-4)	Likelihood score (1-6)	Initial risk score (1 - 24)	Managing the risk: Control / mitigating action	Ownership	Residual risk score									
	Existing risk ref.																
A	Identify the event or trigger which may generate some new or additional risk to the council. Significant risks which already identified are recorded on the corporate risk register, or on division risk models on TEN, and should be referenced in column B.	B	If the risk is already recorded, note either the CRR or TEN reference.	C	Use the corporate risk scorecard to identify the category of risk impact e.g. potential for litigation, financial uncertainty, reputation. There can be more than one impact.	D	Use the scorecard to evaluate the severity of impact(s); enter the highest score.	E	Assign a score according to probability, timing or frequency.	F = D x E	This is the raw risk score, without any controls in place to mitigate the risk	G	There are usually things the council can do to reduce either the likelihood or impact of a risky event. Mitigating controls can already be in place, such as budget monitoring. New controls or actions may also be possible, such as agreeing SLA's with partners, or obtaining additional funds.	H	Identifying the officer who will manage the risk will link mitigating actions to responsibilities in the business plan.	I	The initial impact or likelihood score can be lowered, to demonstrate the potential to reduce risk levels through actions noted in column G. Record the revised risk score as Impact x Likelihood = Risk
	The council fails to respond to the needs of those settling in Cheltenham from the European Union. Official statistics from the workers registration scheme indicate around 2000 including dependents have settled here with the majority earning less than £5.50 hour.	CRR 1.1.4	Reputation	4	2	8	Equality impact assessments will need to take account of these emerging communities and their needs. Tracking of official statistics to see if there is any increase Development of cohesion strategy	ACE	8 (unlikely to fall in short term and could increase if numbers rise)								
	Sustaining momentum for implementing equal opps. initiatives, and monitoring compliance with legislation with reduced staffing in the division.	P&PR risk 1.5	Reputation	3	3	9	Developing the corporate equality policy	Corporate Policy Manager	6								

Residual risk score	Risk Management view
16 – 24	Must be managed down to reduce risk scores as soon as possible, or prepare a contingency plan or action
7 – 15	Seek to improve the risk score in the short/medium term or establish a contingency plan
0 – 6	Tolerate and monitor within the project.