

Public
Key Decision – No

HUNTINGDONSHIRE DISTRICT COUNCIL

Title/Subject Matter: Corporate Risk Register

Meeting/Date: Corporate Governance Committee
28 January 2026

Executive Portfolio: Executive Councillor for Governance &
Democratic Services
Cllr Jo Harvey

Report by: Corporate Director – Finance and Resources

Wards affected: All

Executive Summary:

This report provides an update on the Corporate Risk Register and presents a heat map relating to the current residual risk scores and a summary report. It provides the Committee with the opportunity to comment on and offer challenge to the Corporate Leadership Team as part of the active management of risks.

The Committee is

RECOMMENDED

To comment on the reports in the appendices and progress with risk management.

1. PURPOSE OF THE REPORT

- 1.1 This report informs the Committee of the approach and work undertaken on the Corporate Risk Register including the latest heat maps relating to the corporate risks.

2. WHY IS THIS REPORT NECESSARY

- 2.1 Effective Risk Management is a critical part of the organisation's governance. The Corporate Risk Register identifies those areas where the Council should take action to mitigate its exposure and informs the annual plan for Internal Audit.
- 2.2 Presenting the Risk Register to each meeting of the Committee is an integral part of the overall governance process as set out in the Council's Risk Management Strategy.

3. CURRENT CORPORATE RISK REGISTER

- 3.1 There has been one change to the Corporate Risk Register scoring since the last reporting period which is as follows:

- 3.1.1 **CORP0016 Transformation** - The target risk scores likelihood rating has been reduced from 3 to 2, resulting in a revised overall risk score of 6 (Medium) as seen in Appendix 1. This adjustment reflects the development and implementation of a comprehensive transformation framework, supported by a clearly defined governance structure. Further enhancements are in progress following the actions found in the internal audit report. Regular progress updates are being provided on actions.

- 3.2 A breakdown of the actions and/or activities that have taken place for the risks with targets has been provided below:

- 3.2.1 **CORP0006 Resilience** - Training for Silver and Bronze officers has been completed, with activation arrangements now in place through the graduated response process. Gold officer training is scheduled for January 2026 focusing on the Councils' legal responsibilities and strategic leadership duties. Business Continuity arrangements are subject to ongoing training, exercising and quarterly governance oversight. Desktop exercises will further strengthen response capability, with the likelihood rating to be reviewed as maturity increases. HDC supported a major incident in October 2025; a subsequent debrief has been completed and agreed improvement actions are now being implemented.

- 3.2.2 **CORP0008 Regulatory** – The Council continues to keep a strategic watch on legislative developments through horizon scanning, Statutory Officer discussions, and regular meetings of both the internal Governance Board and the Senior Leadership Team. This will support timely updates to governance frameworks and ensure appropriate reporting to the Corporate Governance Committee. The effectiveness of these arrangements will be monitored on an ongoing basis.

- 3.2.3 **CORP0009 Fraud** - Seven fraud, bribery and corruption risk assessment workshops have been delivered throughout November and December to equip staff with the knowledge and skills with identifying, assessing and treating fraud, bribery and corruption activities that could occur within their service areas. This forms part of the Anti-fraud, Bribery and Corruption Strategy 2025 -2028.
- 3.2.4 **CORP0010 Data Protection** - Internal Audit actions associated with this risk are detailed in Item 8 of Appendix 3. These actions are currently in progress and updates are being requested by the Internal Audit team, which action owners are providing regular status updates. A project plan has been established to support the full implementation of a number of these actions before the current target dates outlined in the appendix.
- 3.2.5 **CORP0012 Staffing** - The Council is making steady progress in delivering its Workforce Strategy to meet future skills and workforce needs. The strategy supports attraction, retention, staff development, engagement, and well-being, helping position the Council as an employer of choice. Implementation is underway, with elements already embedded and full transition to business-as-usual targeted for August 2026.
- 3.2.6 **CORP0017 Safeguarding** - The council continues to make positive strides in safeguarding training compliance. Three key courses have been delivered with strong engagement:
- **Intermediate Safeguarding Awareness (Level 2):**
15 staff assigned, with 9 completions (60% progress).
 - **Safeguarding Adults - eLearning:**
612 staff assigned, 321 completions (52.5% progress).
 - **Safeguarding Children - eLearning:**
612 staff assigned, 317 completions (51.8% progress).

Overall, more than half of all assigned staff have successfully completed their training, demonstrating a clear commitment to safeguarding responsibilities. To support full compliance, regular reminders are being issued to staff with outstanding assignments, and escalation to line managers is in place for persistent non-completion. This structured follow-up ensures accountability and reinforces the importance of safeguarding across all service areas. These actions reflect the council's proactive approach to governance and its dedication to maintaining a safe and supportive environment for all residents.

- 3.2.7 **CORP0018 Equality, Diversity and Inclusion (EDI)** - The Council has launched a new Equality, Diversity, and Inclusion (EDI) Group to reinforce its commitment to fostering an inclusive culture across HDC, where all individuals feel valued, respected, and supported to thrive. The Group will lead on raising awareness of EDI topics, promoting initiatives and events throughout the year, and championing diverse voices across the organisation. Its formation stems from the Workforce Strategy

engagement process and is expected to contribute to mitigating the risk associated with CORP0012.

- 3.2.8 **CORP0019 Local Government Reorganisation (LGR)** - Since the last report to the Committee, Officers have continued to progress actions arising from the enterprise wide review of risks associated with Local Government Reorganisation (LGR). The LGR risk register has now been embedded into routine risk management arrangements, with all 12 identified risks formally allocated to named owners and review schedules agreed.

4. RISK MANAGEMENT STRATEGY

- 4.1 The draft Risk Management Strategy and Policy is currently undergoing review and will progress through the necessary governance stages before being presented to this Committee for consideration and approval.
- 4.2 Training on the 4Risk software has continued to be rolled out across service areas to support the effective logging of risks. This process will enable the consolidation, aggregation, and assessment of data, ensuring that principal risks are identified and managed appropriately.

5. LINK TO THE CORPORATE PLAN, STRATEGIC PRIORITIES AND/OR CORPORATE OBJECTIVES

- 5.1 Effective risk management is a key aspect of ensuring that the Council is efficient and sustainable service delivery.

6. RESOURCE IMPLICATIONS

- 6.1 Risk Management is now provided by the Risk Team.

LIST OF APPENDICES INCLUDED

Appendix 1 - Corporate Risk Register Summary
Appendix 2 - Risk Heat Maps

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