HUNTINGDONSHIRE DISTRICT COUNCIL

Title/Subject Matter: Corporate Risk Register

Meeting/Date: Corporate Governance Committee
18 March 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 A breakdown of the actions and/or activities that have taken place for the risks with targets has been provided below:

3.1.1 **CORP0006 Resilience** –Training for Gold, Silver and Bronze officers have been completed, this means the Council is now compliant across all required levels of Emergency Planning. Gold officer training was conducted in January 2026 this focused on legal considerations, importance of record keeping and strategic leadership responsibilities. HDC were praised at a local and national level on their response to the Major Incident linked to the National Rail incident.

Business Continuity arrangements are subject to ongoing training, exercising and quarterly governance oversight. The Councils BCP Steering group has now identified the priority themes that require support to get back running in times of an incident or critical failure. Business Continuity review will take place throughout April.

3.1.2 **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, relevant professional bodies, 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.

3.1.3 **CORP0009 Fraud** – The programme of fraud, bribery and corruption risk assessment workshops continues to progress, with sessions now also delivered to the Chief Executive and Corporate Leadership Team alongside further mop-up workshops to support service engagement. The next phase of the programme will include external validation and follow-up work to review fraud risks recorded within the 4Risk system, with a final report and recommendations expected thereafter. In addition, mandatory

online fraud awareness training has been made available to all staff to strengthen organisational awareness, with confirmation of completion rates currently being obtained. This activity supports the development and implementation of the Anti-Fraud, Bribery and Corruption Strategy 2025–2028.

3.1.4 **CORP0010 Data Protection** – Two Internal Audit actions arising from the Cyber Security audit remain in progress and are reported in Item 6 - Internal Audit Actions Update. The Internal Audit team continues to monitor delivery through regular updates from action owners. Both actions have a target date of 30 April 2025, with delivery supported through an established project plan.

3.1.5 **CORP0012 Staffing** – The Council continues to make 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. Currently 32 actions completed, 11 in progress and 6 to start.

3.1.6 **CORP0016 Transformation** – Since the last report to Committee, Officers have continued to progress further enhancements following the actions found in the internal audit report. Regular progress updates are being provided on actions.

3.1.7 **CORP0017 Safeguarding** – The Council continues to make positive progress in safeguarding training compliance. Delivery of the three core safeguarding courses remains ongoing, with over half of assigned staff having completed the required training. To drive further improvement towards full compliance, HR has issued targeted reminders to staff with outstanding training and set a deadline for completion by the end of March. The Safeguarding Board will receive a year-end update on completion levels and will oversee further escalation where training remains outstanding.

These actions reflect the Council's continued focus on strengthening safeguarding awareness and accountability across services.

3.1.8 **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 met at the end of January and have started various work streams and have already had successful outcomes including securing a dedicated prayer room for staff and new accessibility doors being installed.

3.1.9 **CORP0019 Local Government Reorganisation (LGR)** – Officers continue to progress actions arising from the enterprise-wide review of risks associated with Local Government Reorganisation. The LGR risk register remains embedded within routine risk management

arrangements, with all 12 identified risks allocated to named owners and subject to agreed review schedules.

4. RISK MANAGEMENT STRATEGY

4.1 The draft Risk Management Strategy and Policy remains under review and will progress through the appropriate governance process before being presented to this Committee for consideration and approval.

4.2 Training on the 4Risk system continues to be rolled out across service areas to support consistent logging of risks. This will support improved consolidation and analysis of risk data, helping to ensure that principal risks are identified, monitored and managed effectively.

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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