

Appendix 1 - Corporate Risk Register - Summary



Risk Register						
Prefix	Risk Title	Risk Description	Risk Owner	Inherent Priority	Residual Priority	Target Priority
CORP0001	Inadequate cyber security arrangements lead to a successful cyberattack, resulting in service disruption, data loss, and financial harm.	Failure to maintain effective cyber security controls, monitoring, resilience, and user awareness may result in a successful cyberattack, leading to the compromise of council systems and data, disruption to critical services, regulatory penalties, financial loss, and reputational damage.	Corporate Director (Communities)	Very High (5:4=20)	High (5:2=10)	High (5:2=10)
CORP0002	Workforce and management weaknesses lead to inconsistent service quality, resulting in poor outcomes and reputational damage.	Unable to maintain and build quality and consistency in service provision by the Council	Corporate Director (Communities)	Very High (4:4=16)	High (3:3=9)	High (3:3=9)
CORP0003	Political priorities or policy changes are not anticipated, or responded to, resulting missed opportunities and failure to deliver Council objectives	Changes in national or local political priorities, policies, legislation or stakeholder expectations are not effectively anticipated, or responded to promptly and effectively. This could result in the Council failing adapt its plans, resources, service delivery, leading to missed opportunities, and failure to deliver in Council objectives.	Chief Executive	High (3:4=12)	Medium (3:2=6)	Medium (3:2=6)
CORP0004	Inadequate financial planning & management, alongside external pressures, could impact financial sustainability, resulting in overspends & deficits.	The Council's financial position may deteriorate where it lacks an agreed and current financial plan, financial information and forecasts are incomplete or out of date, assumptions are unreliable, or budget monitoring and financial controls do not operate effectively. External pressures, including changes to funding, income, demand and costs, may further increase the exposure. This could lead to unplanned overspends, use of reserves, additional savings requirements, and reduced ability to sustain services and deliver Council priorities.	Interim Corporate Director - Finance & Resources	Very High (4:4=16)	Medium (3:1=3)	Medium (3:1=3)
CORP0005	Inconsistent leadership, oversight, and governance arrangements lead to governance failures, resulting in poor decisions and intervention	Leadership, oversight and governance arrangements may be unclear, inconsistently applied or insufficiently effective (including gaps in accountability, scrutiny, decision-making, escalation and assurance). This could result in decisions being made without appropriate information or challenge, failures to identify and address significant issues, non-compliance, poor organisational performance, reputational damage, and intervention by regulators or other external bodies.	Chief Executive	High (4:3=12)	Medium (3:2=6)	Medium (3:2=6)
CORP0006	Inadequate preparedness and business continuity arrangements lead to an ineffective response to a major incident, disrupting critical services.	Inability to effectively respond to a major disruption / critical event	Corporate Director (Communities)	High (4:3=12)	High (3:3=9)	Medium (3:2=6)
CORP0007	Inadequate health, safety, and wellbeing arrangements lead to a serious incident, causing harm, enforcement action, and service disruption	Health, safety and wellbeing arrangements may be insufficient, unclear or inconsistently implemented, including weaknesses in risk assessment, training, safe working practices, monitoring, reporting and management oversight. Causing a serious health, safety, and well-being failure by the Council	Chief Executive	Very High (5:3=15)	High (5:2=10)	High (5:2=10)
CORP0008	Insufficient awareness, capacity, and governance lead to regulatory non-compliance, resulting in intervention and disruption.	This risk concerns the Council's ability to understand and comply with the legal, regulatory, and statutory requirements applying to its activities and services. It covers the arrangements for identifying obligations, assigning accountability, maintaining organisational awareness and overseeing compliance.	Chief Executive	Very High (4:4=16)	High (3:3=9)	Medium (3:2=6)
CORP0009	Weaknesses in governance, oversight and controls enable fraud, corruption, bribery or theft, resulting in financial, operational and reputational harm	The Council may be exposed to fraud, corruption, bribery or theft where governance, assurance, or control arrangements fail to prevent or respond effectively to such risks. As a result, significant incidents could lead to financial loss, service disruption, regulatory scrutiny, reputational damage and reduced public confidence in the Council.	Interim Corporate Director - Finance & Resources	High (4:3=12)	Medium (3:2=6)	Low (2:2=4)
CORP0010	Weak information governance and security arrangements lead to a major confidentiality breach, causing regulatory, financial, and reputational harm.	Major confidentiality breach on the part of the Council.	Corporate Director (Communities)	Very High (4:4=16)	High (4:2=8)	Medium (3:2=6)

Corporate Risk Register - Summary

Prefix	Risk Title	Risk Description	Risk Owner	Inherent Priority	Residual Priority	Target Priority
CORP0011	Failure to meet environmental legislation and policy commitments results in non-compliance and harm to the environment.	The Council is required to respond effectively to environmental legislation, policy commitments and wider environmental responsibilities across its services and activities. Climate change is recognised as an important contributing factor, particularly where it impacts service delivery, assets, operations and community outcomes, but it is not the driving factor behind this broader risk. If environmental requirements are not identified, embedded, monitored, or responded to effectively, the Council may fail to meet its obligations, resulting in environmental harm, legal, or regulatory action, financial consequences and reputational damage.	Corporate Director (Place)	High (4:3=12)	High (4:2=8)	High (4:2=8)
CORP0012	Insufficient workforce development & support lead to difficulties in recruitment & retention of skilled staff, reducing service capacity and quality	This risk concerns the Council's ability to attract, develop, support and retain a skilled, capable and resilient workforce. It covers workforce planning, recruitment, learning and development, career progression, employee wellbeing and the transfer of organisational knowledge.	Chief Executive	Very High (4:4=16)	Medium (3:2=6)	Low (2:2=4)
CORP0013	Weak partnership governance and engagement lead to ineffective collaboration, reducing funding opportunities and achievement of strategic objectives	This risk concerns the Council's ability to establish and maintain effective relationships with external stakeholders/partnerships/organisations where collaboration supports shared priorities and outcomes. It covers partnership selection, shared objectives, roles and responsibilities, accountability, information sharing, engagement and oversight.	Chief Executive	Very High (4:4=16)	Medium (3:2=6)	Medium (3:2=6)
CORP0014	Inconsistent communication & engagement lead to ineffective stakeholder relationships, reducing trust, collaboration & support for Council priorities	This risk concerns the Council's approach to communicating with and engaging its stakeholders, including residents, communities, partners, businesses and other interested parties. It covers the coordination, clarity, accessibility, consistency and timeliness of communications, together with the mechanisms used to understand stakeholder needs, expectations and feedback.	Chief Executive	Very High (4:4=16)	Medium (3:2=6)	Medium (3:2=6)
CORP0015	Failure to plan for housing and infrastructure needs constrains growth and adversely affects communities.	The Council must understand and plan for current and future housing and infrastructure needs and support their timely development. If evidence, plans, resources, systems, or engagement with developers, investors, and infrastructure providers are insufficient, employment opportunities, housing and infrastructure may not meet local demand; constraining growth and investment, increasing pressure on public sector services and adversely affecting local businesses and communities.	Corporate Director (Place)	Very High (4:4=16)	High (4:2=8)	High (4:2=8)
CORP0016	Insufficient leadership, resources, and engagement lead to unsuccessful transformation, wasting resources, and limiting service improvement.	The Council fails to manage its transformation strategy (including digital)	Corporate Director (Communities)	Very High (4:4=16)	High (3:3=9)	Medium (3:2=6)
CORP0017	Weak safeguarding arrangements and awareness lead to safeguarding failure, causing harm and statutory non-compliance	This risk concerns the Council's arrangements to ensure there are robust systems in place to address safeguarding and prevent duty concerns. It covers organisational responsibilities, policies, professional awareness, information sharing and the identification, reporting and referral of safeguarding concerns.	Chief Executive	High (4:3=12)	High (3:3=9)	Medium (3:2=6)
CORP0018	Failure to embed Equality, Diversity and Inclusion requirements in Council practices results in legal challenge, reputational damage and reduced trust	This risk concerns how the Council supports and embeds its EDI ethos into its governance, workforce arrangements, decision-making and delivery of services. It covers organisational responsibilities, inclusive practices, equality considerations and the assessment of how policies, decisions and services may affect different communities and individuals.	Chief Executive	High (4:3=12)	Medium (2:3=6)	Low (2:2=4)
CORP0019	Failure to effectively plan for LGR results in ineffective delivery, disrupting services, finances, governance, & a safe & legal handover	Failure to effectively plan for Local Government Reorganisation (LGR) results in ineffective delivery, disrupting services, finances and governance; and the failure to deliver to the new authority a safe and legal handover of all Huntingdonshire's services, staff and assets. This risk concerns the Council's readiness for Local Government Reorganisation and its ability to manage the transition effectively. It covers programme governance, transition planning, organisational capacity, inter-authority coordination, financial planning, service continuity and the transfer of responsibilities, assets, data, systems and workforce arrangements.	Chief Executive	Very High (4:5=20)	High (3:4=12)	High (3:3=9)



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CORP0025	National pay negotiations lead to Industrial Action, causing service disruption and reduced organisational capacity	Potential risk of industrial action over the current national pay negotiations	Head of HR & OD	High (3:3=9)	High (3:3=9)	Medium (3:1=3)
CORP0026	Selection of Option D as final determination for LGR has major impact on services, finances, economic growth & strategic direction of Huntingdonshire	If Option D is selected as the final determination for LGR in Cambridgeshire and Peterborough, there is a significant amount of associated risk. This includes: the significant splitting of systems and services disrupting service delivery; the loss of several operational assets vital to service delivery; significant impacts on Huntingdonshire's current investments and growth projects, including One Leisure development and Project Fairfax; and significant negative implications for the financial sustainability of the future authorities, affecting Huntingdonshire residents. The option will also have a significant impact on HDC's current workforce by causing additional uncertainty for the future as well as requiring additional capacity and resource.	Chief Executive	Very High (4:4=16)	High (3:4=12)	High (3:4=12)

