

RISK REGISTER
ST OSWALDS CATHOLIC ACADEMY TRUST

Risk (Event and Outcome)	Risk Owner	Inherent Risk Rating		Controls In Place Controls in place now Controls in place from September 2015	Residual Risk Rating		Further Actions and Target Date	Sources of Assurance
		Likelihood (of event)	Impact (of outcome)		Likelihood (of event)	Impact (of outcome)		
<u>Strategic Objective 1</u>								
<u>Event:</u> Ofsted Inspection result of an academy within the trust less than Grade 2, Good. <u>Outcome:</u> Negative impact on reputation resulting in fall in numbers, and reduced funding		3	4	<ul style="list-style-type: none"> All staff aware of Ofsted criteria and requirements and how to reach required standards. Targeted Training for staff re Ofsted/Data/SEF/Dev Plan Development Plan – continued focus on raising achievement with focus on English & Maths Single Central Record in place in all academies. SLA's purchased for safeguarding provision. Annual Audits completed. CP training in all schools at all levels 	2	4	On-going monitoring.	Internal Review of all departments to identify areas of improvement and target intervention Visits and moderation by various external agencies including SIP, DFE, EFA, PP, Diocese
<u>Strategic Objective 2</u>								
<u>Event:</u> The Trust does not have sufficient staff capacity and capability. <u>Outcome:</u> Leadership is compromised. Standard of teaching and learning falls below expectations. Key management roles remain vacant, outcomes cannot be met.		3	4	<ul style="list-style-type: none"> Succession planning/staff structure in place. External support provided via SLAs with various organisations – MBC, RCBC, SFC Expertise shared with other staff in the Trust. Perf Mgt policy in place, following STP&CD Vigorous Interview and Selection processes. Comprehensive Induction Processes As part of review cycle, continue monitoring of staffing structure/ knowledge base within the Trust. 	2	4		Board of Directors review and approval of structure. Discussions and review with SIP re staff capacity. Support from Diocese Support from other schools and collaborative working ie SCIP/CASH/SBF. Sharing of good practice within trust.

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Strategic Objective 4								
<u>Event</u> The Trust cannot attract Board members with the appropriate skills and experience <u>Outcome</u> Leadership and Vision are compromised. Lack of understanding leads to poor decisions being made for the Trust		3	4	Governors/Directors to complete Skills Audit annually. Expertise shared throughout the Trust. Training provided to new board members via Diocese and Local Authority SLA. Succession planning within LMBs	3	4		Records of Skills Audit SLA Purchased Minutes of meetings evidencing challenge. Record of Training
Strategic Objective 5								
<u>Event</u> There is a serious safeguarding issue which is not dealt with effectively. <u>Outcome</u> A child is put at risk There are legal and reputational ramifications.		3	4	Regular Safeguarding training for all staff. SLA Purchased from P Davies Support from Local Authority Specialist training i.e. Radicalisation, Self Harm, MH Issues in children Interagency collaboration (i.e. Operation Encompass/School Nursing Service) Dedicated SENCO in each school.	2	4		Training records Signed SLA Completion of Safeguarding Audit Monitoring of SENCO. Files kept

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Strategic Objective 6								
<p><u>Event</u> Lack of Funding due to changes in pay/pensions/ NOR or inefficient practices/fraud/mismanagement</p> <p><u>Outcome</u> . Loss of staff and inability to appropriately resource/ operate on a day to day basis Possible closure of academy or entire trust.</p>	PJH/LD	3	5	<ul style="list-style-type: none"> Regular review of latest developments via EFA bulletins and schools forum Three year plans produced and reviewed by finance staff/Headteachers/Governor committees Continue to actively market and promote transition within the trust. Continue to build on excellent reputation of all schools in Trust. FRS17 produced annually in line with stat accounts. Initial indications are the Teesside Pension fund is performing well compared to Nat Avg, therefore deficit will sit on balance sheets and not be recalled. Staff trained in financial operations and procedures. Finance Manual in place and adhered to. Budget setting linked to Dev Plan and best value sought. Headteacher and Business Manager to keep up to date with current legislation to inform collaborative working with staff within school 	2	5	NFA Ongoing monitoring	<p>Independent Auditors. Regularity checks. Financial returns submitted to the EFA. School Finance Consortium Financial reports to Governing Body/Board of Directors</p> <p>Communication with LGPS/TP</p>

MATRIX

Impact						
5 Catastrophic	CG	CG	CG	PG	PG	
4 Major	CG	CG	CG	PG	PG	
3 Moderate	LG	LG	LG	HKG	HKG	
2 Minor	LG	LG	LG	HKG	HKG	
1 Slight	LG	LG	LG	HKG	HKG	
	1 Rare	2 Unlikely	3 Possible	4 Likely	5 Almost Certain	Likelihood

KEY:

CG: Contingency Group Where risk management will ensure that contingency plans are in place

PG: Primary Group Where risk management should focus most of its time

LG: Low Group Where risk is so minimal it does not demand specific attention

HKG: House Keeping Group Basic mechanisms should be in place – Risk Management will confirm

Risks that fall in to the group highlighted as **contingency** may require immediate action but will require to be monitored for any changes in the risk or control environment which may result in the risk attracting a higher score. This will be a key area for assurance work to be undertaken in.

Risks that fall in to the group highlighted **primary** will require immediate attention. Both the status of the risk will require to be monitored with regard to effect on the organisations activities and the progress of action taken to ensure its effective completion.

Risk where the residual rating falls into the groups outlined in **bold** are those which are outside of the School's risk appetite and therefore, should be further assessed in order to determine whether addition mitigating control are required.

IMPACT MATRIX

Impact	Finance	Service Quality/Objective	Legal/regularity	Reputation	Health & Safety
5 Catastrophic	£1m plus	Complete failure to services. Unable to meet business objectives	Termination of the Funding or Criminal Prosecution	Reputational damage is irrecoverable i.e. Government intervention. National media coverage	Fatality (staff member; student; visitor)
4 Major	£250k to £1m	Significant reduction in service quality expected	Department supervision or legal case leading to major investigation or overhaul of procedures	Reputation damage occurs with the key stakeholders Regional media coverage	Serious injury occurring
3 Moderate	£50k to £250k	Service quality impaired Achievement of business objectives delayed	Legal action or regulatory penalty	Localised reputational damage	Minor injury
2 Minor	£10k to £50k	Service marginally impaired Some impact on business objectives but recoverable	Minor breach with no penalty	Temporary reputational damage. Stakeholder expectations are not met	Very minor injury
1 Slight	0 to £10k	Negligible effects on service quality or business objectives	Negligible	No effects on reputation	No injury