

MARCHES LEP WORK STRATEGIC RISK REGISTER - APPENDIX 1

Risk No.	Risk Description	Description of Potential IMPACT (quantified wherever possible)	Current controls	Residual Risk Ratings				Rationale for Risk Changes	Risk Responses	Target Risk Rating			Risk Owner	Last Review Date	Live/ Closed	Date Closed	Direction of Travel
				LIKELIHOOD Rating	IMPACT Rating	Total Impact	RISK Rating			Target LIKELIHOOD rating	Total Target Impact	Target RISK Rating					
1. Governance																	
1.1	Provision of services between the Marches LEP and Shropshire Council is not formalised.	Core services provided to the LEP are delayed, overcharged or do not meet the required expectations.	Between March and September 2020, prior to the appointment of the LEP Director of Corporate Services, an interim officer was appointed to support the LEP in developing the SLA and establish the services required by LEP. Following an independent legal review of the document, a meeting with Shropshire Council took place in November to discuss the outcome of that review and incorporate the comments to the SLA. The Incorporation Task & Finish group and PRMC scrutinised the latest draft of the SLA in December, whilst the LEP Board did so at their January meeting. Most of the comments raised have been discussed and agreed with Shropshire Council. The SLA came into force on 1 April 2021.	Medium	High	3	6		Please see Current Controls	Medium	Medium	4	LEP CEO/ BIS Local	25.02.21	Live		↔
1.2	Governance structure is not clearly set out for board members and officers to follow.	Decisions are not made, causing delays due to lack of clarity & inability to act in a timely manner. Compliance with National Local Growth Assurance Framework for LEPs issued by MHCLG in January 2019 are not met.	Previous risk responses have been archived. The Accountability & Assurance Framework is reviewed annually by the Director of Corporate Services.	Low	High	3	3		The Accountability & Assurance Framework is being reviewed in line with the National Local Growth Assurance Framework; work is expected to be completed by the end of May 2021. This is being undertaken by the Director of Corporate Services. Business Board TORs are being aligned with Nolan Principles.	Low	Medium	2	LEP CEO/ LEP Board	17.12.20	Live		↔
1.3	Governance structure is not being followed & there are insufficient reporting mechanisms in place.	Government confidence is low, leading to risk to further investment by government and loss of reputation.	S151 Officer assigned to oversee governance aspects and present arising issues to Performance Risk and Monitoring Committee (PRMC)/LEP Board as required. Director of Corporate Services appointed to manage all aspects of LEP governance.	Low	High	3	3		Please see Current Controls	Low	Low	1	S151 Officer/Monitoring Officer	17.12.20	Live		↔
1.4	Decisions cannot be made in a timely manner due to frequency and workload of LEP Board	Delays to the programme.	Board to meet on bi-monthly basis. The programme is managed by exception through a structure of delegations which were signed off by the LEP Board in July 2015.	Low	High	3	3		Scheme of delegation is being reviewed as part of the wider review of the Accountability and Assurance Framework; work is expected to be completed by the end of May 2021.	Low	Medium	2	PRMC/LEP Board	17.12.20	Live		↔
1.9	Breach of Data Protection legislation and GDPR within LEP/Growth Hub.	Information Commissioners Office prosecution for Data Protection breach. Negative press coverage and consequent loss of reputation.	Taken appropriate technical and organisational measures against unauthorised or unlawful processing of personal data and against accidental loss or destruction of, or damage to, personal data. The LEP Team received training on the Data Protection Act and the new General Data Protection Regulations (GDPR) on 5th April 2017.	Low	High	3	3		Shropshire Council and LEP responsibilities with regards to GDPR are being included in the SLA. GDPR annual refresher training for LEP staff is available via Business World.	Low	Medium	2	LEP CEO	17.12.20	Live		↔
1.10	LEP/Growth Hub/customer relationship management system (CRM)/website IT security compromised, including the risk of cyber crime impacting on the LEP files stored on the cloud.	Loss of data, work files and business continuity. Confidential information on projects and/or clients compromised. Negative press coverage. Challenge to procurement decisions.	Upgrade LEP IT security. Ensure cloud-based suites, website hosting and CRM are properly utilised, secure and backed up (via Microsoft Office 365 licence). Consider undertaking a penetration test of LEP/Growth Hub websites and operating systems. Register logos with Intellectual Property Office. Understand cyber essentials. Laptop encryption provided by Shropshire Council.	Medium	High	3	6		Please see Current Controls	Medium	Medium	4	LEP CEO	17.12.20	Live		↔
1.11	There is a high risk for conflicts of interest to arise for Board members due to their wide range of roles in the Marches area.	This leaves the LEP open to criticism and challenge. Loss of reputation.	Board members declarations of interest; conduct in accordance with Nolan principles; and registers of interest. The latter are reviewed annually. Next review due in February 2022.	Medium	High	3	6		Advice sought from Shropshire Council IT on increased security due to temporary working from home arrangements and use of online platforms to host meetings.	Medium	Medium	4	LEP CEO	17.12.20	Live		↔
1.12	Potential conflicts of interest relating to LEP members of staff	This leaves the LEP open to criticism and challenge. Loss of reputation.	All LEP members of staff who write Board papers have been asked to complete and sign a register of interest. Registers are reviewed annually, signed off by the LEP CEO and are kept in a secure place. Next review due in March 2022.	Low	High	3	3		Please see Current Controls	Low	Low	1	LEP CEO	17.12.20	Live		↔
1.13	Potential conflicts of interest relating to ESIF Secretariat members	This leaves the LEP open to criticism and challenge. Loss of reputation.	LEP CEO has spoken to the Managing Authority/ ESIF secretariat clarifying that a standard approach is adopted to ensure all interests are declared prior to its Committee Meetings.	Low	High	3	3		Please see Current Controls	Low	Low	1	LEP CEO	17.12.20	Live		↓
1.14	Staff members affected by mental health issues do not receive adequate support and feel they cannot open up about their problems.	Staff absence, lack of productivity/low performance, staff affected by mental health are discriminated against, damage to LEP's reputation impairing its ability to hire.	The LEP promotes awareness and discussion of mental health and wellbeing proactively. Advice to staff members is available through Shropshire Council's independent and confidential counselling services. Also, Shropshire Council's Mental Health & Wellbeing and No Bullying policies have been adopted by the LEP, to ensure staff affected by mental health issues are not discriminated against.	Medium	Medium	2	4		Mental Health is embedded in staff induction and annual training made available to all staff by Shropshire Council. The LEP has appointed a Staff Mental Health Champion to ease discussion. From time to time, information on mental health and wellbeing is circulated to all staff. Managers are encouraged to speak regularly with team members about how they are doing and to encourage flexible working and a good work/life balance.	Low	Medium	2	LEP CEO	29.04.21	Live		*
1.15	The Marches is perceived as being exclusive and not providing the same opportunities to all people and businesses in the region.	Loss of reputation and barriers to growth. The Marches's economy suffers as a result of aspirational people and businesses seeking opportunities elsewhere.	The LEP prioritises projects that remove barriers and drive growth. The LEP is working to ensure that the composition of the LEP Board and its sub-groups reflects the diverse communities of the Marches. The LEP continues to make its communications and promotions accessible and transparent. A Equality and Diversity Champion has been nominated at Board level and an Inclusive Economy and Diversity Policy has been produced, together ensuring the LEP promotes diversity and equal opportunity, and eliminates discrimination in all of its activities and decisions.	Medium	High	3	6		LEP Board Members, its sub-groups and all members of the LEP Executive team will undertake regular equality and diversity training. All members of the LEP Executive team have a duty to promote equality within their job descriptions and objectives. LEP Board will work with local partners, stakeholders and business community to identify barriers to growth	Low	Medium	2	LEP CEO	29.04.21	Live		*
2. Resources																	
2.1	Knowledge lost from the LEP Board and PRMC due to rotation of members.	Delays to decision making while training new members/re-training members.	LEP Board private sector membership increased to 15 The number of Board members on PRMC has increased to 4 in acknowledgment of the importance of the role. Induction training provided to new members.	Medium	Medium	2	4		Please see Current Controls. Also, a Deputy Chair for the PRMC has been appointed and a BCP has been produced.	Low	Medium	2	LEP Chair	17.12.20	Re-opened		↔
2.4	Government requirement for LEPs to become financially resilient.	LEP team members lost from programme if funding not secured.	Part funding secured from the Enterprise Zone to partially fund required capacity.	Medium	High	3	6		Further work to be undertaken to secure long term funding. Work is ongoing to secure funding and future income streams ensuring financial sustainability and resilience. Appropriate criteria for eligibility from other LEPs adopted. Working on establishing a stronger project pipeline and agreed process to set-up pipeline.	Medium	Medium	4	LEP CEO	17.12.20	Live		↔

