

AGENDA ITEM NO: 4

Report To: Environment and Regeneration Date: 2 November 2023

Committee

Report By: Director, Environment & Report No: ENV034/23/KM

Regeneration

Contact Officer: Stuart Jamieson Contact No: 01475 712146

Subject: Environment and Regeneration Committee Delivery and Improvement

Plan 2023/26 Performance Report

1.0 PURPOSE AND SUMMARY

1.1 □For Decision □For Information/Noting

- 1.2 The purpose of this report is to provide the Committee with an update on the progress made in the delivery of the Environment and Regeneration Committee Delivery and Improvement Plan 2023/26.
- 1.3 This is the first performance report on the new Plan to be presented to the Committee. It includes details of the progress that has been made in the delivery of the Action Plan, performance data for KPIs, including new measures that have been added following the KPI workshop for Elected Members, and an update on the areas of highest Risk.

2.0 RECOMMENDATIONS

2.1 It is recommended that the Committee consider the progress made in the delivery of the Environment and Regeneration Committee Delivery and Improvement Plan 2023/26.

Stuart Jamieson Director, Environment and Regeneration

3.0 BACKGROUND AND CONTEXT

- 3.1 Committee Delivery and Improvement Plans 2023/26 are a key component of the Council's refreshed strategic planning and performance management framework. The Committee Plan enables scrutiny of:
 - Strategic activity within the Committee remit; and
 - How the Committee is helping to deliver the Council Plan outcomes;
- 3.2 The Environment and Regeneration Committee Delivery and Improvement Plan 2023/26 was approved on 4th May 2023. A dedicated briefing session for all Elected Members was held in advance of the meeting to allow a more detailed discussion of the Plan to take place. Committee Delivery and Improvement Plans have also been approved by the Education and Communities Committee and the Policy and Resources Committee.
- 3.3 The Committee Plans will be refreshed annually to remove completed actions and capture new strategic activity and risk.

3.4 PERFORMANCE OVERVIEW

3.5 This is the first performance report on the new Committee Plan and covers the reporting period April to September 2023. It includes an update on the status of the action plan, KPIs and the management of key Risks. A summary of performance is provided below with the full performance report provided in the Appendix.

3.6 Delivery and Improvement Action Plan 2023/26

The following actions / sub-actions are complete:

- The Central Greenock Housing Study was approved by this Committee on 31st August 2023;
- The review of national policies and targets to inform the Local Heat and Energy Efficiency Strategy has been concluded;
- The recommendations in respect of Ultra Low Emission Vehicles were approved by this Committee on 28th June 2023;
- The actions associated with the development of a procurement strategy for landfill waste are now complete and the subject of separate reports to this Committee.
- 3.7 There has been slippage in the delivery of the following actions / sub-actions:
 - A report on the City Deal Inverkip project was referred to the September meeting of the Policy and Resources Committee to seek funding approval. The Outline Business Case has been submitted.
 - Phase 1 of the West Blackhall Street will progress as agreed, however Phase 2 is dependent on a Sustrans Funding Award 2024/25.
 - The final draft of the Local Housing Strategy is with the Scottish Government and subject to comments being returned in early October, the Strategy will be presented to the November meeting of this Committee.
 - Workforce planning to address the skills gap continues to present challenges in some areas and is ongoing.
 - The Brief for central Port Glasgow housing is drafted but will be subject to further discussions before finalising. The expected completion date is mid-October.

- 3.8 Work on the refresh of the Economic Strategy is scheduled to begin in the last financial quarter 2023/24.
- 3.9 All remaining actions within the action plan are on track.

3.10 KPI Performance

A KPI workshop for Elected Members was held on 27th June 2023 to support the scrutiny of the new Committee Delivery and Improvement Plans. The feedback from the workshop has been reviewed by the CMT and the following measures have been added to the Committee Plan KPI scorecard:

- Business Survival Rates (3-year average) (source: Office of National Statistics)
- Gross weekly earnings, all full-time workers, by workplace (median earnings in pounds for employees working in Inverclyde) (source: NOMIS)
- Employment rate, 16-64 year olds, by gender (source: SDS Regional Skills Assessment)
- Employment rate, 16-24 year olds (source: Labour Market Survey)
- Follow up school leaver destinations: % school leavers in a positive destination approx. 9 months after leaving school year (source: Scottish Government)
- Number of trees planted (source: Inverclyde Council)
- Peatland restoration (number of hectares restored) (source: Inverclyde Council)
- 3.11 The most recent performance data available for these measures is provided in Appendix 2. Additionally, new data not previously reviewed by the Committee is provided for the following measures:
 - Proportion of operational buildings that are in a satisfactory condition (2022/23)
 - Proportion of operational buildings that are suitable for their current use (2022/23)
 - CO₂ emissions within the scope of influence of local authorities (2021)

All three measures achieved their performance targets.

- 3.12 Performance in the previous quarter was on target (green status) for the following measures:
 - Category 1 pothole repairs
 - The percentage of street lighting repairs within 7 days
 - Number of clients gaining a full/partial qualification supported by the Employability Service (provisional data)

Performance was below target, but within a 5% tolerance (amber), for the following measure:

- % of building warrants assessed within 20 working days
- Tonnes of waste sent to landfill

Performance in the previous quarter was 5% or more below target (red status) for the following measures:

- Category 2 pothole repairs
- The percentage of household applications decided in under 2 months (quarter 1)
- The percentage of all planning applications decided in under 2 months (quarter 1)
- Number of unemployed people that progressed into employment from Council funded/operated employability programmes (provisional data)

3.13 Managing Key Risks

The effective management of risk is key in helping the Council successfully deliver its objectives. The Committee Plan contains a Risk Register which records the strategic risks. An assessment of these Risks has been recently carried out and the Risk Register is provided in Appendix 3.

4.0 PROPOSALS

- 4.1 The Committee is asked to note the progress that has been achieved in delivering the Environment and Regeneration Committee Delivery and Improvement Plan 2023/26.
- 4.2 The Committee is also asked to note the inclusion of new KPIs within the Committee Plan following the feedback received at the Elected Member KPI Workshop, held on 27th June 2023.

5.0 IMPLICATIONS

5.1 The table below shows whether risks and implications apply if the recommendation(s) is(are) agreed:

SUBJECT	YES	NO
Financial		Χ
Legal/Risk		Χ
Human Resources		Х
Strategic (Partnership Plan/Council Plan)	Χ	
Equalities, Fairer Scotland Duty & Children/Young People's Rights & Wellbeing		X
Environmental & Sustainability		Х
Data Protection		Х

5.2 Finance

One off Costs

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report	Virement From	Other Comments
N/A					

Annually Recurring Costs/ (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact	Virement From (If Applicable)	Other Comments
N/A					

5.3 Legal/Risk

There are no legal implications associated with this report, whilst the key Committee risks are highlighted within the full Committee Plan 2023/26.

5.4 Human Resources

There are no human resources implications associated with this report.

5.5 Strategic

The Environment and Regeneration Committee Delivery and Improvement Plan 2023/26 directly supports the new Council Plan 2023/28 is aligned to the delivery of the Council Plan outcomes.

6.0 CONSULTATION

6.1 None.

7.0 BACKGROUND PAPERS

7.1 None.

Classification : Official

Strategic Theme: People

Code & Title	Action	Sub-action	Due Date	Current Status	Progress Commentary
CMTE/ EVR001 Economic	Refresh the Economic Strategy 2021/25 and develop the Economic Development Strategy	Carry out a review of the current Economic Development Strategy.	31-Mar-2024	Not yet started	Work on this will commence in the last quarter of this financial year.
Strategy	2025/28.	Set Strategy Development Plan Review of existing economic climate Engagement with key stakeholders e.g. businesses and local groups Identify priority themes	31-Mar-2024	Not yet started	This will follow on from the previous review and begin in the new financial year.
		Development of an action plan for the Economic Development Strategy 2025/28 with partners.	31-Mar-2025	Not yet started	This will follow on from completion of the earlier actions.
CMTE/ EVR002 Taskforce Action Plan	Development and delivery of Taskforce Action Plan	Agree the Taskforce Action Plan, including assigning action plan ownership to key partners including skills, premises, business development and housing.	31-Mar-2026	On track	The Taskforce has written to the Minister for Small Business, Innovation and Tourism outlining the key asks.

Classification : Official

Strategic Theme: Place

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Code & Title	Description	Sub-action	Due Date	Current Status	Progress Commentary
CMTE / EVR003 Delivery of Placemaking	Support regeneration and economic growth via the delivery of key placemaking projects.	Submission and approval of Inverkip Outline Business Case and final Business Case following Committee approval.	31-Mar-2025	Slippage	The Outline Business Case has been submitted following approval of this Committee on 31 August 2023. Report submitted to the Policy and Resources Committee meeting in September.
Projects		Approval of funding being awarded for full project delivery of West Blackhall Street and procurement of contractor to construct project.	31-Mar-2025	Slippage	An options report was considered by this Committee on 31 August 2023. Phase 1 will progress as agreed with Phase 2 dependent on Sustrans funding award 2024/25.
		Implementation of the Levelling Up Project.	31-Mar-2026	On track	Work is ongoing, with separate reports being brought to this Committee.
CMTE/ EVR004 Local	Housing Strategy 2023/28 which sets out how the Council and its	The LHS 2023/28 Action Plans and timetable are agreed.	30-Apr-2023	Slippage	The Scottish Government has committed to return comments by early October. Subject to this being received by then, a report will be presented to the November meeting of the Environment & Regeneration Committee.
Housing Strategy 2023/28	partners will address housing issues over the next 5 years.	Submission of final draft of the LHS to the Scottish Government for peer review.	31-May-2023	Slippage	Currently with the Scottish Government and feedback expected early October.
		Commencement of the LHS Delivery Groups.	30-Sep-2023	Slippage	An update on this will be reported to the Committee at the same time as the LHS.
CMTE/ EVR005 Pavement Parking Prohibitions	Development of a feasibility and implementation plan associated with Pavement Parking Prohibitions, introduced by the Transport	Completion of detailed assessments of the road network throughout Inverclyde determined by levels of available funding.	31-Mar-2024	On track	The assessment of road network is ongoing at this time.

Code & Title	Description	Sub-action	Due Date	Current Status	Progress Commentary
	Scotland Act. The ability to enforce the Act comes into effect from December 2023.				
CMTE / EVR006 Biodiversity and carbon	Increase the levels of biodiversity and improve carbon sequestration capture.	Identification of suitable grounds for tree and naturalised planting.	31-Mar-2026	On track	Tree planting has commenced with further planting undertaken from September onwards. Naturalised planting and meadow planting has also been carried out and will be delivered from September 2023.
sequestration		Develop a Peatland Restoration Plan, in partnership with GCV Green Network detailing appropriate projects to be taken forward, which is approved by Committee.	31-Mar-2026	On track	A report was presented to Environment & Regeneration Committee in June 2023 detailing proposals for Peatland Restoration. Officers have completed application forms and engaged with Glasgow & Clyde Valley Green Network Partnership to deliver projects in 2023/24.
CMTE / EVR007 Local Development Plan	Set out the Council's spatial planning policy in line with statutory requirements.	Develop a new Local Development Plan.	31-Mar-2026	On track	The procurement of a consultant in connection with this work is underway.
CMTE / EVR008 Housing-led	Establish a programme of housing led regeneration in central Greenock and Port	Central Greenock Housing Study submitted to Committee for approval.	31-Aug-2023	Complete	The study was approved by the Environment & Regeneration Committee at its meeting on 31st August 2023.
Regeneration	Glasgow.	Approval of brief for central Port Glasgow Housing Regeneration Strategy.	30-Sep-2023	A Slippage	The draft Brief is ready but further discussions are required before it will be finalised. Expected to be ready by mid-October.

Code & Title	Description	Sub-action	Due Date	Current Status	Progress Commentary
CMTE / EVR009	Progress with the physical regeneration of the Clune Park area.	Delivery of an updated masterplan for Clune Park.	31-Oct-2023	On track	The Masterplan will be reported to the November meeting of the Environment and Regeneration Committee.
Clune Park Regeneration		Planning consent (in principle) for the Clune Park development.	30-Apr-2024	Not yet started	This will follow on from the completion of the Masterplan.
		Partner dialogue with RSL provider.	01-Apr-2024	On track	Further discussions have taken place with the Scottish Government and potential RSL partners.
		Legal issues fully investigated.	01-Apr-2025	On track	Significant work has been carried out on legal issues.
CMTE / EVR010 Local Heat		Carry out a review of national policies and targets to inform the LHEES.	31-Dec-2023	Complete	This work has been completed.
and Energy Efficiency Strategy		Quality assurance of the core datasets for use in the tools and models contained in the LHEES methodology.	31-Dec-2023	On track	Consultant appointment in place and service delivery has commenced.
		Data analysis to support identification of initial strategic zones and delivery areas	31-Dec-2023	On track	Initial analysis commenced.
		Building level assessment.	31-Dec-2023	Not yet started	Both actions will follow on from the above.
		Finalisation of delivery areas.	31-Dec-2023	Not yet started	

Code & Title	Description	Sub-action	Due Date	Current Status	Progress Commentary
CMTE / EVR011 Net Zero	Progress workstreams to support the achievement of the Net Zero target by 2045.	Ongoing implementation of the Net Zero Strategy and Action Plan 2022/27 focusing on a wide range of workstreams that will deliver energy efficiency improvements and carbon emission reductions.	31-Mar-2026	On track	A full progress report on the Net Zero Action Plan was considered by the Environment & Regeneration Committee on 28th June 2023.
		Develop a 12-month procurement programme for EV vehicle purchases in line with SG target for zero emission timeline for 2025 and present report to Committee.	31-Mar-2026	Complete	A report was considered by this Committee on 28th June 2023 and the recommendations in respect of Ultra Low Emission Vehicles approved.
		Develop Fleet EV charging infrastructure in depots and other council buildings.	31-Mar-2026	On track	A special meeting of the Environment & Regeneration Committee on 28th June 2023 approved the funding of 30 charge points for ULEV expansion. A wider GCR Charging Strategy is currently being developed.

Classification : Official

Theme: Performance

Description	Sub-action	Due Date	Current Status	Progress Commentary
Develop a robust procurement strategy and route to market to meet the	Identify long term waste contractor procurement route and report to Environment & Regeneration Committee.	31-Dec-2023	Complete	A report has been considered by Environment & Regeneration Committee and decision taken regarding procurement.
waste ban coming into force December 2025.	Assessment of market testing and analysis.	31-Dec-2023	Complete	Market testing has been undertaken with procurement and is now complete.
in place by this date.	Procurement exercise undertaken and concluded.	31-Dec-2023	Complete	This is now complete.
Development of a Roads Asset Management Strategy (RAMS) that will shape the Roads Asset Management Plan.	Development of a Roads Asset Management Strategy	31-Mar-2024	On track	An external consultant is progressing with the Roads Asset Management Strategy.
Improve workforce / succession planning processes and address the skills gap arising from an ageing workforce.	Identify the future skills gap within the Services, in key areas.	31-Mar-2024	Slippage	Particular challenges continue in some Service areas. Services continue to develop arrangements for succession planning in line with the corporate retention and recruitment initiatives that are underway.
	Develop a training action plan for apprentices and graduates.	31-Mar-2024	Slippage	This will follow on from the related Workforce / succession planning action.
Refresh and review the Corporate Asset Management Strategy.	Ongoing process of mapping and assessing the condition of sea walls, defences and slipways.	31-Mar-2024	On track	A8 walkway survey completed, with further surveys to be scoped and commissioned.
	Develop a robust procurement strategy and route to market to meet the biodegradable landfill waste ban coming into force December 2025. Contract requires to be in place by this date. Development of a Roads Asset Management Strategy (RAMS) that will shape the Roads Asset Management Plan. Improve workforce / succession planning processes and address the skills gap arising from an ageing workforce. Refresh and review the Corporate Asset	Develop a robust procurement strategy and route to market to meet the biodegradable landfill waste ban coming into force December 2025. Contract requires to be in place by this date. Development of a Roads Asset Management Strategy (RAMS) that will shape the Roads Asset Management Plan. Improve workforce / succession planning processes and address the skills gap arising from an ageing workforce. Develop a training action plan for apprentices and graduates. Identify long term waste contractor procurement route and report to Environment & Regeneration Committee. Assessment of market testing and analysis. Procurement exercise undertaken and concluded. Development of a Roads Asset Management Strategy Identify the future skills gap within the Services, in key areas. Develop a training action plan for apprentices and graduates. Refresh and review the Corporate Asset Management Strategy. Refresh and review the Corporate Asset Management Strategy.	Develop a robust procurement strategy and route to market to meet the biodegradable landfill waste ban coming into force December 2025. Contract requires to be in place by this date. Development of a Roads Asset Management Strategy (RAMS) that will shape the Roads Asset Management Plan. Improve workforce / succession planning processes and address the skills gap arising from an ageing workforce. Develop a training action plan for apprentices and graduates. Refresh and review the Corporate Asset Management Strategy. Refresh and review the Corporate Asset Management Strategy. Identify long term waste contractor procurement route and report to Environment & Regeneration Committee. Assessment of market testing and analysis. 31-Dec-2023 31-Dec-2023 31-Dec-2023 31-Dec-2023 31-Dec-2023 31-Mar-2024 31-Mar-2024 31-Mar-2024 31-Mar-2024 31-Mar-2024 31-Mar-2024 31-Mar-2024 31-Mar-2024	Develop a robust procurement strategy and route to market to meet the biodegradable landfill waste ban coming into force December 2025. Contract requires to be in place by this date. Development of a Roads Asset Management Strategy (RAMS) that will shape the Roads Asset Management Plan. Improve workforce / succession planning processes and address the skills gap arising from an ageing workforce. Develop a robust dentify long term waste contractor procurement route and report to Environment & Regeneration Committee. Assessment of market testing and analysis. Procurement exercise undertaken and concluded. Development of a Roads Asset Management Strategy (RAMS) that will shape the Roads Asset Management Strategy within the Services, in key areas. Improve workforce / succession planning processes and address the skills gap arising from an ageing workforce. Develop a training action plan for apprentices and graduates. Develop a training action plan for apprentices and graduates. Refresh and review the Corporate Asset Management Strategy. On track On track and assessing the condition of sea walls, defences and

Code & Title	Description	Sub-action	Due Date	Current Status	Progress Commentary
		Continued expansion in the number and type of term contracts from planned / preventative maintenance and compliance activity.	31-Mar-2024	On track	Term contract renewal and expansion ongoing.
		Continued targeted lifecycle investment across the estate based on asset condition surveys.	31-Mar-2024	On track	Prioritised investment continues as regular capital updates to Committee.

Ad	ction Status						
*	Cancelled / not delivered						
-	Not started						
	Slippage						
	On track						
②	Complete						

Classification : Official

ENVIRONMENT AND REGENERATION KPI SCORECARD

Annual performance data is provided for the following indicators:

Title	2020/21	2021/22	2022/23		2022/23		2023/24	Latest Note	
	Value	Value	Value	Target	Status	Short Trend	Long Trend	Target	
Proportion of operational buildings that are suitable for their current use %	92.37%	92.4%	94.07%	92.5%	②			93%	This indicator is included in the Council's LGBF return
Proportion of internal floor area of operational buildings in satisfactory condition %	87.79%	92.6%	93.3%	92%	②	4		92.2%	This indicator is included in the Council's LGBF return
CO2 emissions within the scope of influence of the LA (tonnes per capita)	2020 3.8t	2021 4t	Due July 2024	2021 4t	©	•		2022 4t	Data subject to a time lag; 2021 data was published in July 2023. Scottish emissions increased from 4.1t per capita in 2020 to 4.6t per capita in 2021.
The following measures have been added previously been set for these indicators, s			_						shown where available. As targets have not d.
NEW: Business Survival rate (3 year average)	2017/20 58.1%	2018/21 59%	Due Nov 2023					60%	The Glasgow City Region average is 57% (2018/21)
NEW: Gross weekly earnings,full-time workers, by workplace (median earnings in pounds for employees working in Inverclyde)	2021 £690.40	2022 £631.70	Due Nov 2023					To meet or exceed GCR	The Glasgow City Region average is £620.50 (2022)
NEW: Employment rate of 16-24 year olds in Inverclyde	53%	54.9%	57.5%					To meet or exceed GCR	The Glasgow City Region average is 57.3% (2022/23)
NEW: % school leavers in a positive destination approx. 9 months after leaving school year	91.7%	91.9%	Due June 2024					92%	The Glasgow City Region average is 93.8% (2021/22)
NEW: Employment rate (16-64 year olds) by gender: Inverclyde males Inverclyde females	71%	69.8% 78.9%	71.8% 78.3%					To meet or exceed GCR	The Glasgow City Region average (2022/23): Male: 76% Female: 71.4%

Classification : Official

Title	2020/21	2021/22	2022/23	2022/23		2023/24	Latest Note		
	Value	Value	Value	Target	Status	Short Trend		Target	
NEW: Hectares of compromised peatland restored	0	0	0						End of project targets: Restoration areas Dowries: 154ha, Hardridge: 790ha

Quarterly performance data is provided for the following indicators

Title	Q3 2022/23	Q4 2022/23	Q1 2023/24	Q2 2023/24		Q2 2023/24			Latest Note
	Value	Value	Value	Value	Target	Status	Short Trend	Long trend	
Category 1 pothole repairs	100%	85.71%	100%	100%	92%	②		1	
Category 2 pothole repairs	62.5%	100%	62.5%	73%	90%		•	•	
% of street lighting repairs within 7 days	80.51%	94.39%	98.61%	93%	92%	②	4	1	53 out of 57 repairs were carried within the 7-day period.
% of building warrants assessed within 20 working day	95.65%	85.23%	91.51%	Data being verified	95%	<u> </u>	•	•	Status and trend arrows relate to Q1. Q2 data is being compiled at time of writing.
% of household applications decided in under 2 months	18.18%	20%	15.15%	Data being verified	80%	0	4	-	Status and trend arrows relate to Q1. Q2 data is being compiled at time of writing.
% of all planning applications decided in under 2 months	26.56%	28.07%	29.55%	Data being verified	80%	0	•	-	Status and trend arrows relate to Q1. Q2 data is being compiled at time of writing.
Number of clients gaining a full/partial qualification supported by the Employability Service	-	-	134	108*	100	Ø	•	-	Provisional data, still being collected. Quarterly reporting commenced at the start of the year. The long trend performance arrow will be reported as more data is added.
Number of unemployed people that progressed into employment from Council	-	-	122	63*	105	()	4	-	As per comment above.

Title	Q3 2022/23	Q4 2022/23	Q1 2023/24	Q2 2023/24		Q2 2023/24			Latest Note
	Value	Value	Value	Value	Target	Status	Short Trend	Long trend	
funded/operated employability programmes.									
Landfill waste (tonnes)		6,755t	6,616t	6,515	6,250			-	Quarterly reporting commenced at the start of the year. The long trend performance arrow will be reported as more data is added.
The following quarterly measure has been added to the scorecard following the Elected Member KPI workshop and data is provided. As a target has not previously been set for this indicator, status and trend arrows are not yet available. The overall annual target for 2023/24 is provided.									
NEW: Number of trees planted	-	723	130	1					Annual Target is 1,000 trees

	PI Status		Long Term Trends	Short Term Trends		
	Alert		Improving	*	Improving	
	Warning	-	No Change	-	No Change	
②	OK	-	Getting Worse	4	Getting Worse	
?	Unknown					
	Data Only					

Classification : Official

Risk Assessment 01/10/23

Title	Description	Risk assessment 01/04/23	New Risk Assessment 01/10/23	Current Controls	Additional Controls		
Financial Risk: Budget Cuts	There is a financial risk that capacity to provide services to the community and to other Council services in the face of current and ongoing cuts to budgets is reduced. Further reductions in staff in service delivery areas will result in an impact to length of time for work completion to increase. There is an increased likelihood that deadlines will be missed with resultant reputational damage and potential regulatory sanctions.	Likelihood	Likelihood	Review working process and look at what we need to do against what is expected; Regular workload/ performance monitoring; Implement Workforce Development Planning;	Additional controls Early warning system operated within the services to flag to relevant senior officers where deadlines may be missed and focus is required; Cross Directorate working to improve capacity; Prioritisation of the strategic priorities as outlined in the Committee Plan; and Flag to CMT if unable to meet timescales or requests due to capacity.		
Title	Description	Risk assessment 01/04/23	New Risk Assessment 01/10/23	Current Controls	Additional Controls		
People Risk: Recruitment and Retention	There is a People risk to the Council regarding the recruitment and retention of suitably qualified and experienced staff.	Likelihood	Likelihood	technology; Review working process and look at what we need to do against what is expected; Regular workload/ performance monitoring;	Additional controls Refreshed recruitment process; High quality support to staff through HR policies and line management support outlined in the People and Organisational Development Strategy; Reductions in the use of temporary posts; and Incentives to support commitment to employee development.		

Title	Description	Risk assessment 01/04/23	New Risk Assessment 01/10/23	Current Controls	Additional Controls		
Governance Risk: External failure	The risk that external organisations, contractors fail.	Likelihood	Likelihood	Major partnership board presence;	Additional Controls Regular reporting to Committee; Regular discussion at SMTs; and Highlight concerns at an early stage to CMT and relevant Directors.		
Title	Description	Risk assessment 01/04/23	New Risk Assessment 01/10/23	Current Controls	Additional Controls		
Risk:	The decisions of the Planning Board or Local Review Body expose the Council to judicial review.	Likelihood	0	Current Controls Senior officers support the Planning Board and advice given to the Local Review Body.	Additional Controls Appropriate training.		
		12	12				