

Risk Form

Tick type of risk:

Strategic

Corporate

Service



Service Name	Chief Executive		Date: 29/04/2025
Risk Accountable Officer	Anne-Marie Bond	Risk Completion Officer	Kate Spencer
Title of Risk	Local Government Reorganisation		
Description <i>A summary in a few sentences providing the context, setting and background for the risk.</i>	<p>The English Devolution White Paper set out the Government's vision for simpler, more sustainable local government structures. Subsequently the Local Government Minister wrote to the Leaders of all of the Councils in Devon on 5 February 2025 inviting them to work together to develop a proposal for a single tier of local government in the area.</p> <p>Interim plans were submitted on or before 21 March 2025 with final proposals needing to be submitted by 28 November 2025.</p>		
Risk Cause <i>What are the causes of the risk?</i>	<ul style="list-style-type: none"> • Distraction from delivery of strategic objectives and business as usual of the Council • Difficulties in recruiting and retaining staff due to the perceived uncertainty about the future of Torbay Council • Ineffective internal and external communication, engagement and consultation in developing options and a proposal • Lack of time and resource to develop a good quality proposal by the submission deadline • LRG effects the entire county and requires shared vision and coordinated effort across the current authorities. Five interim plans were submitted for Devon, some of which conflict with Torbay's preferred options. Without a shared vision across the Devon authorities there is a risk that outcomes in other areas will negatively impact Torbay. 		
Risk Event <i>What's the likely event if this occurs?</i>	<ul style="list-style-type: none"> • Harm to Torbay Council's reputation • Failure to deliver our strategic objectives and business as usual • Torbay's case is not fully articulated to the Government ahead of a final decision on Local Government Reorganisation being made 		
Risk Impact <i>What would be the impact on our business objectives if the risk occurs?</i>	<ul style="list-style-type: none"> • Torbay's residents, businesses and communities do not get the best outcomes 		

Impact What would the impact be if the risk occurs 1=Insignificant 2=Minor 3=Moderate 4=Major 5=Critical	Probability of the risk occurring before you take any actions to reduce the risk 1=Rare 2=Unlikely 3=Possible 4=Likely 5=Almost Certain
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		Probability				
Impact		Rare (1)	Unlikely (2)	Possible (3)	Likely (4)	Almost Certain (5)
	Critical (5)	5	10	15	20	25
	Major (4)	4	8	12	16	20
	Moderate (3)	3	6	9	12	15
	Minor (2)	2	4	6	8	10
	Insignificant (1)	1	2	3	4	5

Risk Score before taking action to reduce the risk, set the unmitigated risk score	Unmitigated Impact (1-5) 4	Unmitigated Probability (1-5) 3	Unmitigated Score 12
Primary Impact Category Record the appropriate category from the Risk Impact Scoring Guide	(Select one and delete all others from the list that are not relevant) Reputation,		
Secondary Impact Categories Record any other risk categories that also apply to this risk	(Select those relevant and delete all others from the list that are not relevant) Strategic Direction, Operational Delivery, Financial, legal and Governance, Reputation, Local Economy		
Mitigations <i>These are the actions that reduce impact if the risk should occur or reduce the probability of it occurring</i>			
Mitigation Title <i>Short & descriptive</i>	Mitigation Description <i>Details of the action written as a sentence</i>		Responsible Person
Performance and Risk Management Framework	Our Performance and Risk Management Framework supports officers across the Council to focus on the things that matter and for corrective action to be taken at the appropriate time.		Kate Spencer
Recruitment and Retention Strategy	A range of initiatives have been undertaken through the Our People Project to support the recruitment and retention of staff. This is being articulated in a Recruitment and Retention Strategy which will continue to be implemented and embedded.		Susan Wiltshire
LGR Programme	A programme management approach is in place to deliver the requirements of the Government in relation to LGR. This includes the creation of a project team (with additional staff resource) and the implementation of the associated internal and external engagement and communications plan.		Kate Spencer
Current Risk Review Score If this risk is not new and exists already e.g., some or all of the mitigating actions are taking place, please set a current mitigated risk score	Mitigated Impact (1-5) 3	Mitigated Probability (1-5) 3	Current Mitigated Score 9