

Risk on a Page

Risk Title : Deprivation of Liberty

Risk ID : 132

Description : If the Local Authority fails to meet its statutory responsibilities to meet the legal requirement in relation to Deprivation of Liberty across Child and Family and Adult services, the Local Authority would be at risk of legal challenges and compensation claims.

Risk Level : Directorate

Responsible Officer : Amy.Hawkins

Councillor : Louise Gibbard

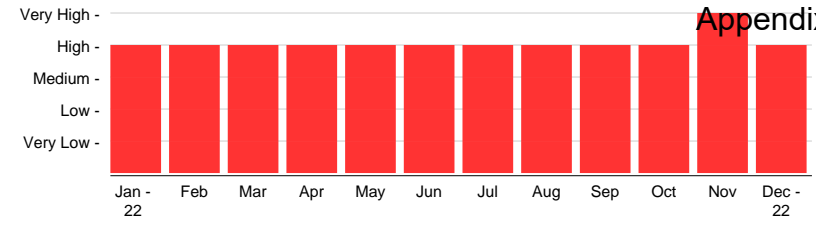
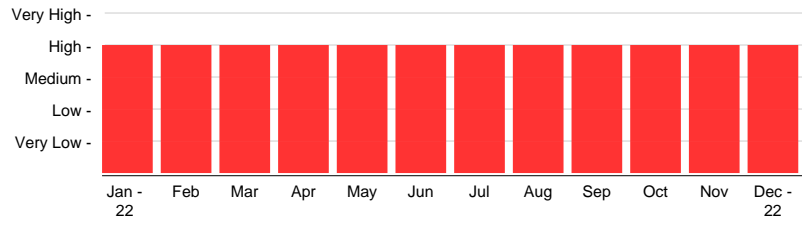
Last Update : 03/01/2023

Historical RAG :	Jan-22	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec-22
	RED	RED	RED	RED	RED	RED	RED	RED	RED	RED	RED	RED

Current Control Measures	Last Update	Risk Response	Projected Completion
Adult Services Deprivation of Liberty (DoLO) ; Identifying those who need a DoLO, prioritising DoLO applications targeting the most risky cases, and using both internal staff and the services of an external agency to support applications being made in a timely manner, reducing the risk of unauthorised deprivations until the new legislation comes into force.	16/11/2022	Treat	31/03/2023
Child and Family Deprivation of Liberty (DoLO) ; Identifying those who need a DoLO, prioritising DoLO applications targeting the most risky cases, and sourcing support to ensure applications are made in a timely manner, reducing the risk of unauthorised deprivations until the new LPS legislation comes into force.	16/11/2022	Treat	31/03/2023
Deprivation of Liberty Safeguards (DoLS) ; Prioritise DoLS applications, targeting the most risky cases, and continue to use an external agency to ensure applications are processed in a timely manner reducing the risk of unauthorised deprivations, until the new LPS legislation comes into force.	16/11/2022	Treat	31/03/2023
New legislation - Liberty Protection Safeguarding. LPS implementation has been pushed back to 2023/2024. We are currently involved in regional and national forums to fully understand the requirement of the new act	16/11/2022	Treat	31/03/2024

Historical Impact : High

Historical Likelihood : High



Appendix B

Risk on a Page

Risk Title : Safeguarding

Risk ID : 153

Description : If our safeguarding arrangements are not sufficiently robust (particularly with regards being able to fund, recruit and retain sufficient qualified social workers; ensure placement sufficiency for looked after children and be able to provide or commission sufficient social care for adults with assessed care and support needs), then we will not be doing everything we possibly can to prevent the death, injury or neglect of a child or vulnerable adult and consequential reputational damage.

Risk Level : Corporate

Responsible Officer : David.Howes

Councillor : Louise Gibbard

Last Update : 12/01/2023

Historical RAG :

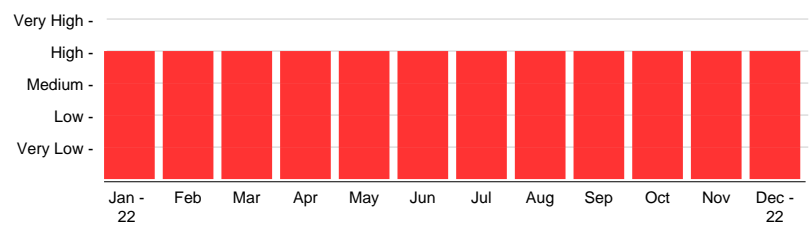
Jan-22	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec-22
RED	RED	RED	RED	RED	RED	RED	RED	RED	RED	RED	RED

Current Control Measures	Last Update	Risk Response	Projected Completion
Work with NPT Council and the Swansea Bay Health Board to implement a recruitment strategy for overseas staff to fill critical workforce shortages across health and social care	12/01/2023	Treat	01/03/2024
Implement a social work academy in children services to support newly qualified staff to gain the skills and experience to become competent child protection practitioners	12/01/2023	Treat	01/03/2024
Prioritise a sufficient budget allocation (within the Council's overall available financial resources) to maintain the Council meeting at least the minimum level of statutory service across childrens and adults services	12/01/2023	Treat	01/03/2024
Implement a 'grow your own' strategy to support an increase in the number of internal staff to pursue the social work qualification	12/01/2023	Treat	01/03/2025
Prioritise maintaining investment in and maximising income for the funding of prevention and wellbeing services that reduce or delay recourse to statutory services and managed care and support for children and adults who would otherwise develop care and support needs (within the Council's overall available financial resources)	12/01/2023	Treat	01/03/2024
Remodel the workforce infrastructure for social services including investment in capacity of alternatively qualified staff (both frontline and back-office staff) to take on functions that can be safely delivered by a non-registrant workforce (within the Council's overall financial resources)	12/01/2023	Treat	01/03/2024
Recruit agency social workers to cover critical gaps in social work capacity	12/01/2023	Treat	01/03/2024

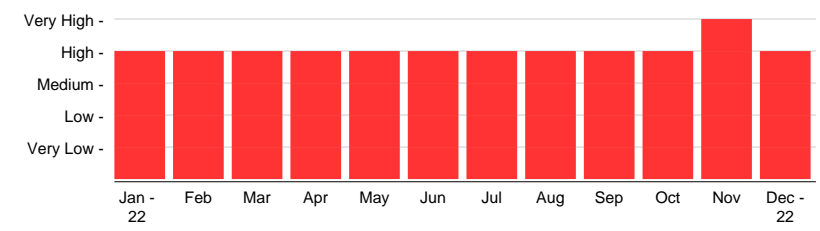
Current Control Measures

Current Control Measures	Last Update	Risk Response	Projected Completion
Implement a weekly Directorate workforce planning meeting to consider and prioritise all new recruitment requests to ensure that new recruitment is focussed on the maintenance of a safe and effective service and complies with current spending restrictions and supports delivery of the Council's MTFP	12/01/2023	Treat	01/03/2024
Work with the Health Board to review the current level of partner financial contributions to the funding of integrated intermediate care services (inc maximising regional and national income opportunities) to ensure an effective service offer that reduces or delays recourse to long term managed care (within the Council's overall available financial resources)	12/01/2023	Treat	01/03/2023
Implement effective recruitment processes both within the Directorate and the corporate centre (including maintaining a sufficient workforce infrastructure) to ensure that there are no avoidable delays in recruiting to essential posts determined as necessary to maintain a safe and effective social services function (within the Council's overall available financial resources)	12/01/2023	Treat	01/03/2024
Invest in increasing the number of Foster Wales Swansea foster carers and the number of in-house residential care beds for children (both locally and regionally) whilst decreasing reliance on independently commissioned foster and residential care placements (within the Council's overall available financial resources)	12/01/2023	Treat	01/03/2024
Provide specific advice to Welsh Government as to how they can safely implement the eliminate profit from children services policy commitment (including supporting the growth of not for profit looked after children care provision) to avoid inadvertently exacerbating the current lack of placement sufficiency for looked after children	12/01/2023	Treat	01/03/2024
Implement new models for the commissioning local independent domiciliary care provision to build capacity inc. by supporting providers to provide a fair and competitive wage to their staff (within the Council's overall available financial resources)	12/01/2023	Treat	01/03/2024
Invest in the Council's direct care provision services to maximise capacity and reduce reliance on independently commissioned care services for adults (within the Council's overall available financial resources)	12/01/2023	Treat	01/03/2024
Monitor the effectiveness of safeguarding arrangements bi-monthly at the childrens and adults performance scrutiny panels, the corporate safeguarding board and the regional safeguarding board, quarterly at CMT and monthly at PFM and take appropriate remedial action	12/01/2023	Treat	01/03/2024
Prioritise and target resources at maintaining care and support for those individuals in most critical need or at risk of suffering harm as part of the emergency planning infrastructure and re-prioritisation of the Councils COVID-19 Recovery Plan.	12/01/2023	Treat	01/03/2024

Historical Impact : **High**



Historical Likelihood : **High**



Risk on a Page

Risk Title : Data Breaches of Confidentiality

Risk ID : 218

Description : If a data breach occurs then this will result in a breach of confidentiality for an individual and the ICO will have to be notified potentially incurring significant fine for the Authority.

Risk Level : Directorate

Responsible Officer : David.Howes

Councillor : Louise Gibbard

Last Update : 12/01/2023

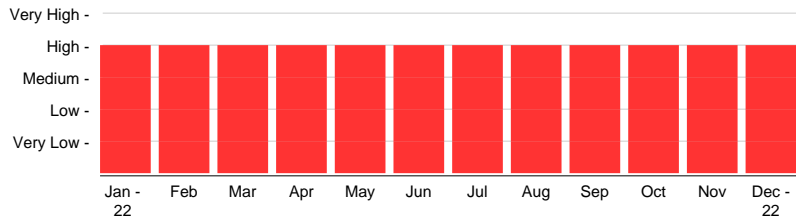
Historical RAG :	Jan-22	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec-22
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Current Control Measures

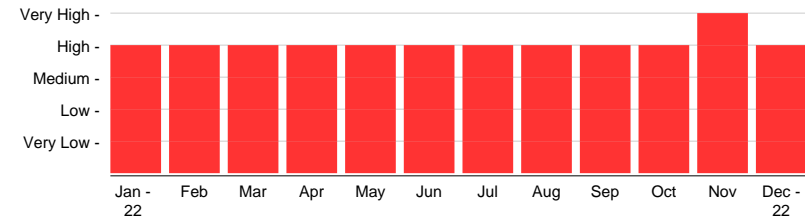
If a data breach occurs then it is reported to P&FM which takes place on a monthly basis. Staff who have also completed Data Breach Training is reviewed, captured and reported to P&FM on a monthly basis. Any learning that is received from a breach is shared with the Directorate. These are on going measures.

Last Update	Risk Response	Projected Completion
12/01/2023	Treat	31/03/2023

Historical Impact : High



Historical Likelihood : High



Risk on a Page

Risk Title : Staff Emotional Wellbeing

Risk ID : 283

Description : IF staff turnover and sickness absence were to increase THEN it is likely the mental and emotional well-being across the wider CFS workforce will deteriorate due to higher caseloads, staff isolation and the conflicts and pressures of trying to manage work and home demands, leading to even higher staff sickness and shortages and preventing the service from being delivered effectively.

Risk Level : Directorate

Responsible Officer : Julie.Davies10

Councillor : Louise Gibbard

Last Update : 20/12/2022

Historical RAG :	Jan-22	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec-22
	RED	RED	RED	RED	RED	RED	RED	RED	RED	RED	RED	RED

Current Control Measures

Active promotion of the CFS Well-being Strategy; this is regularly reviewed as part of monthly sub groups
This is an ongoing control measure

Last Update

20/12/2022

Risk Response

Treat

Projected Completion

30/06/2023

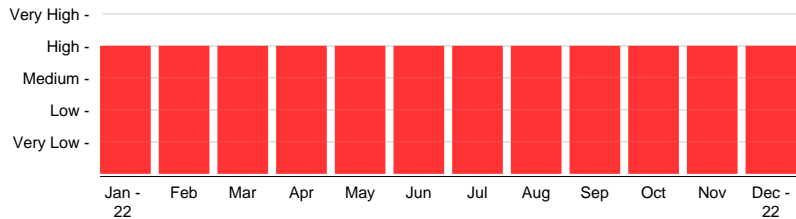
Teams and managers are supported with regular check ins and catch ups with staff through monthly team meetings, monthly supervision sessions, via the C&FS monthly newsletter and weekly Director's briefing

20/12/2022

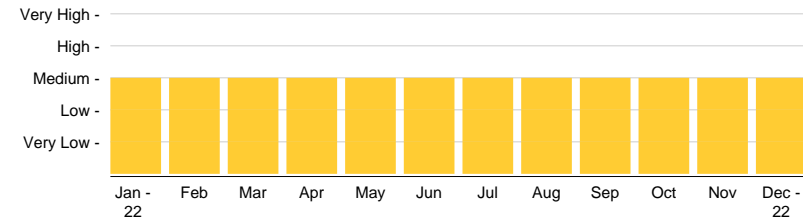
Treat

30/06/2023

Historical Impact : High



Historical Likelihood : Medium



Risk on a Page

Risk Title : Impact of Poverty

Risk ID : 290

Description : If there is increased demand on Council services due to an increased number of residents experiencing the impact of poverty due to the pandemic and cost of living pressures. Then the impact includes increased debt, reduction in household income and negative impact on health and well-being.

Risk Level : Corporate

Responsible Officer : Amy.Hawkins

Councillor : Alyson Pugh

Last Update : 03/01/2023

Historical RAG :	Jan-22	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec-22
	AMBER	AMBER	AMBER	AMBER	AMBER	AMBER	AMBER	AMBER	AMBER	AMBER	AMBER	AMBER

Current Control Measures	Last Update	Risk Response	Projected Completion
Directly support people through Local Area Co-ordination to access the support they require in a place and time that meets their needs, to address the impacts of poverty and its effects on their health and well-being.	31/10/2022	Treat	31/12/2023
Support people to gain employment through referrals into mentoring and development of employability skills as part of an agreed personal development plan, to improve the number of people increasing their household income through employment.	31/10/2022	Treat	31/12/2023
Provide weekly access to Welfare Rights Advice helpline for frontline social care staff to improve their knowledge on benefit entitlements and directly apply this to the people they support in order to increase take-up of benefits.	31/10/2022	Treat	31/12/2023
Provide targeted advice on financial inclusion to people who are struggling with accessing the support to manage their debts, to address their needs in a timely, effective manner.	31/10/2022	Treat	31/12/2023
Co-ordinate targeted and time-bound grant schemes for helping people with Cost of Living challenges (e.g. fuel poverty) to reduce the impact of poverty on people and businesses.	31/10/2022	Treat	31/12/2023
The provision of Employability support, Debt and Benefit advice and guidance commissioned and in-house, increase take up of benefit entitlements, skills support and administration of Covid Self isolation payments. Work across the Authority through the Poverty Forum and with external partners through the Poverty Partnership Forum to identify risk management strategies to mitigate the impact.	05/05/2022	Treat	31/03/2023
Increased demand on council services due to an increased number of residents experiencing the impact of poverty due to the cost of living crisis and the ongoing impact of the pandemic. The impact includes increased debt, reduction in household income and negative impact on health and well-being. The cost of living payments have been automatically been paid to those who we have details for other's the online application is open. Additional funding has been allocated for energy crisis payments which residents are accessing.	04/05/2022	Treat	31/03/2023

Current Control Measures

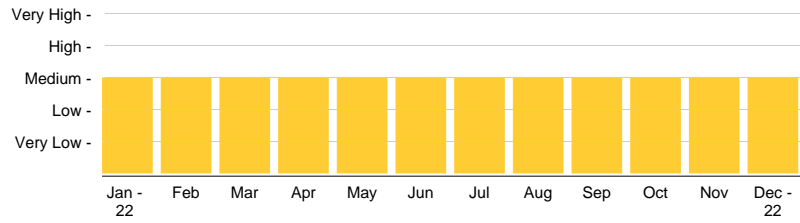
Increased funding has been allocated to community and voluntary organisations for addressing food poverty and addressing period poverty.

Last Update

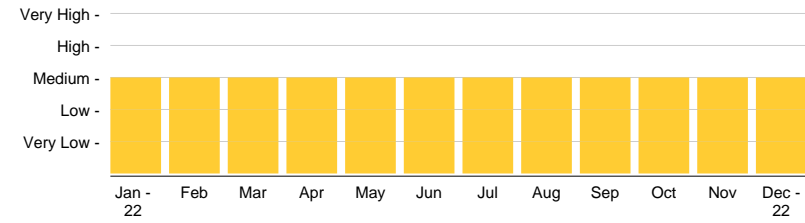
Risk Response

Appendix B
Projected Completion

Historical Impact : **Medium**



Historical Likelihood : **Medium**



Risk on a Page

Risk Title : Withdrawal of EU Grant Funding in Social Services

Risk ID : 298

Description : IF grant funding ceases to flow from Welsh Government as we withdraw from the EU, THEN certain parts of the Directorate will not be able to deliver the range of services as effectively as it would like to in order to ensure service continuity and to safeguard preventative activities for the economic, social, environmental and cultural well-being of residents of Swansea

Risk Level : Directorate

Responsible Officer : David.Howes

Councillor : Louise Gibbard

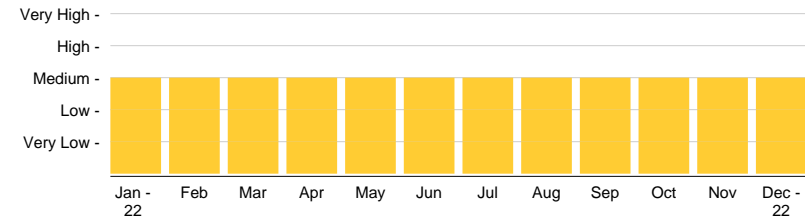
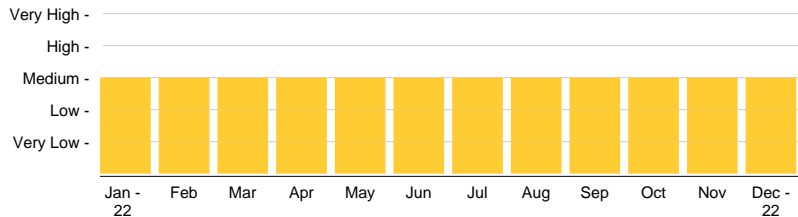
Last Update : 05/12/2022

Historical RAG :	Jan-22	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec-22
	AMBER	AMBER	AMBER	AMBER	AMBER	AMBER	AMBER	AMBER	AMBER	AMBER	AMBER	AMBER

Current Control Measures	Last Update	Risk Response	Projected Completion
Analysis and monitoring of the range of different EU grants we receive and when they are likely to end and an exit route for these funding sources	16/09/2022	Treat	31/03/2023
Close working with EU Team to understand likelihood of changes in grant allocations and possible alternative grant funding resources available	16/09/2022	Treat	31/03/2023
Monthly discussion at Budget Service Area meetings to work through these arrangements and manage risk	16/09/2022	Treat	31/03/2023
Analysis and monitoring of impact on service delivery from across the directorate and with wider with 3rd parties also in receipt of the grant via contractual arrangements	16/09/2022	Treat	31/03/2023

Historical Impact : Medium

Historical Likelihood : Medium



Risk on a Page

Risk Title : Real Living Wage in Social Services

Risk ID : 317

Description : From April 2022, the Welsh Government require that the RLW (Real Living Wage) be paid to those who work in registered posts within Social Care. The RLW is currently £9.90 per hour and is calculated annually by the Resolution Foundation based on inflation measures that consider the minimum income standard. This standard is particularly sensitive to price rises that disproportionately effect those on low incomes such as food, utilities, and transport. Whilst it is not possible to shadow calculate the potential increase in RLW; the government's energy price cap increases by 54% in April and will increase again in October, food inflation of 4.2% is the highest rate for nine years and the latest petrol and oil indices (predating the Invasion of Ukraine) report a 24.5% annual increase.
 IF there isn't a significant easing of the above pressures, THEN this it is likely that a substantial increase in living wage will be forthcoming and there is no guarantee that Welsh Government will provide adequate funding to meet our responsibilities.

Risk Level : Directorate

Responsible Officer : Jane.Whitmore

Councillor : Louise Gibbard

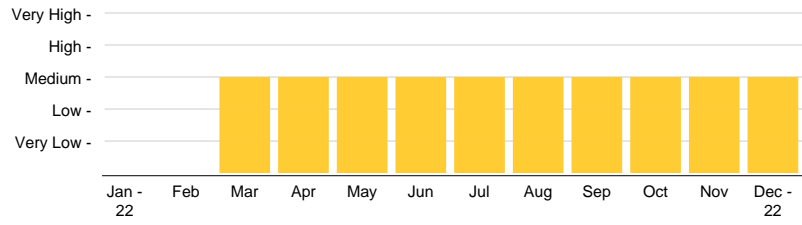
Last Update : 05/12/2022

Historical RAG :	Jan-22	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec-22
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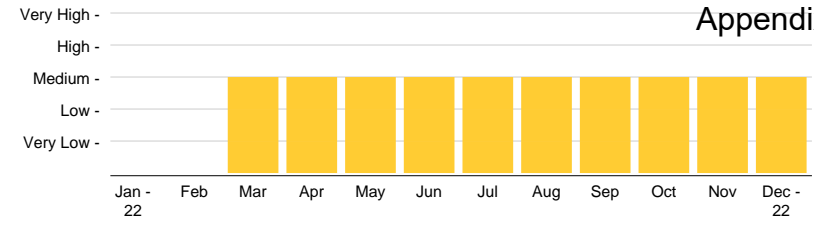
Current Control Measures	Last Update	Risk Response	Projected Completion
Continue to work with WG to highlight the long term impacts of embedding RLW to influence flow of funding to cover pressures	29/03/2022	Treat	31/03/2023
Track and monitoring the RLW calculations on the following website The Calculation Living Wage Foundation as they are published annually	29/03/2022	Treat	31/03/2023
Monitor the level of inflation to understand the likelihood of this risk being realised in line with quarterly published inflation figures.	29/03/2022	Treat	31/03/2023

Historical Impact : Medium

Historical Likelihood : Medium



Appendix B



Risk on a Page

Risk Title : Escalating Provider Costs

Risk ID : 319

Description : If costs continue to rise for externally commissioned care services then there is a risk that either care services will not be sustainable and people may not receive care, or that costs to the department will increase.

Risk Level : Directorate

Responsible Officer : David.Howes

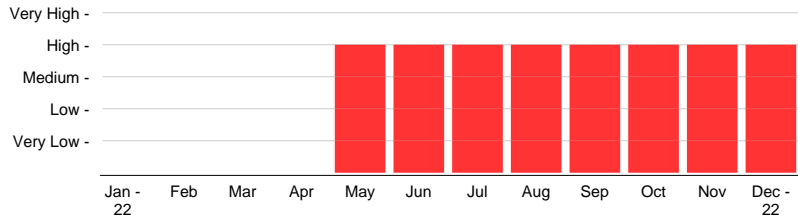
Councillor : Louise Gibbard

Last Update : 05/12/2022

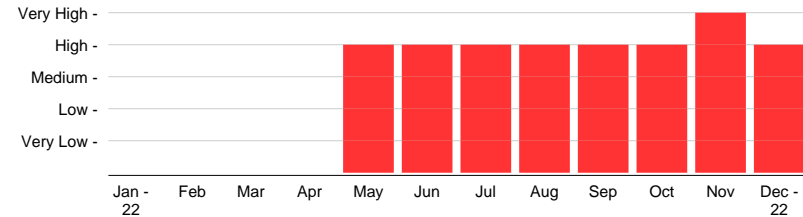
Historical RAG :	Jan-22	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec-22
	RED	RED	RED	RED	RED	RED	RED	RED	RED	RED	RED	RED

Current Control Measures	Last Update	Risk Response	Projected Completion
Review other rising costs across care home and domiciliary care services and propose solutions to address unforeseen cost increases (utilities, agency costs, food and insurance etc) - to be reviewed quarterly	22/11/2022	Treat	31/03/2023
Review fuel costs paid to external domiciliary care workforce and provide additional payments to meet rising fuel costs (to be reviewed quarterly).	22/11/2022	Treat	31/03/2023
Ensure temporary financial support is affordable and aligned with appropriate budgets.	22/11/2022	Treat	31/03/2023

Historical Impact : High



Historical Likelihood : High



Risk on a Page

Risk Title : Social Cohesion

Risk ID : 337

Description : If we do not manage to continue to improve community involvement and break down barriers amongst people in terms of economic disparities, encourage tolerance to avoid social discord and strengthen community development throughout all ages, then we could see increasing community tensions, disorder and civic unrest exacerbated by the cost of living crisis and perceived differences and people not feeling heard or listened to.

Risk Level : Corporate

Responsible Officer : David.Howes

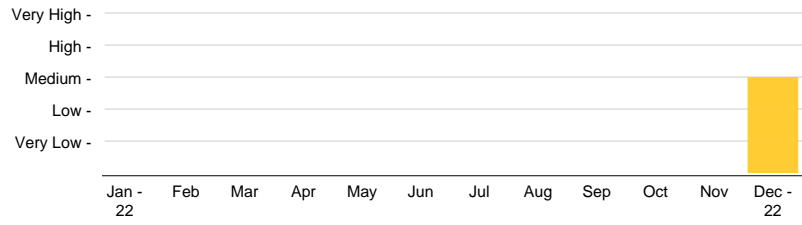
Councillor : Alyson Pugh

Last Update : 29/12/2022

Historical RAG : Jan-22 Feb Mar Apr May Jun Jul Aug Sep Oct Nov Dec-22

AMBER

Historical Impact : **Medium**



Historical Likelihood : **Medium**

