

Risk Matrix

Probability	Almost Certain	Low (4)	Medium (8)	High (12)	High (16)
	Likely	Low (3)	Medium (6)	Medium (9)	High (12)
	Possible	Low (2)	Low (4)	Medium (6)	Medium (8)
	Unlikely	Low (1)	Low (2)	Low (3)	Low (4)
		Low	Medium	High	Extreme
Impact					

ERW Risk Register



October 2015 (Final)

School Improvement - Carmarthenshire



Inherent Risk

Risk Reference	Nature / Description of Risk	Risk Owner	Probability	Impact	Risk Score	Actions to Mitigate Risk	Transfer detail (if necessary and date)	Additional Detail	LA / Hub	Escalation from LA detail (if necessary and date)	Following Mitigation			Date appear on ERW Register	Date taken off ERW Register					
											Probability	Impact	Risk Score							
1	Estyn visits result in high proportion of schools being placed in follow up / special measures	Chief Education Officers and Heads of Hub	Possible	High	6	Treat and Transfer		Analyses of range of data and ongoing monitoring by ChAds provides early indications. Consistent programme of school improvement through brokered 'menu of support.' Enhanced capacity of school-to-school support. SCC review activity led by PCA and Head of Hub. Work programme of ERW Head of Stds provides additional support.				Training and professional development opportunities provided to support ChAds with clear guidance. LA capacity under current review with recruitment programme in place. Additional early identification of risks through Rhwyd QA and analyses of CV1 and 2.			Possible	Medium	4	March 2015		
2	School categorisation results in increasing numbers of amber / red schools	Managing Director	Possible	Medium	4	Treat		Analyses of a range of data, effective support from ChAds and consistent programme of school improvement through brokered 'menu of support.' Consistent CV1 training for ChAds. Improved targeting of potential risks.				Ongoing national discussion on impact of standards' judgements at FP, KS2 and 3. Ongoing focus on enhancing leadership / T&L capacity in schools.			Unlikely	Medium	2	March 2015		
3	<u>Working relationships with Trade Unions are challenging. Despite clear communication and mandate.</u>	Lead HR Officer	Likely	Medium	6	Treat where possible, tolerate		Communication arrangements strengthened and inform TUs of work. Changing strategies led by new HR Lead.							Possible	Medium	4	March 2015		
4	Inconsistency in support to Schools through variability in work of individual Challenge Advisers	Head of Support and Performance & Head of Hub	Possible	Medium	4	Treat and Transfer		Defined support arrangements set out with consistent entitlement to schools via 'menu of support.' Revised Ladder of Support shared with all parties. Comprehensive Training/Awareness Programme. Hub QA monitoring school progress at an individual level.				Attendance at training is now consistently high.			Unlikely	High	3	March 2015		
5	Categorisation judgements undermined by Advisers not following process	Managing Director	Possible	High	6	Treat and Transfer (All LA's)		Comprehensive training and support in place. Categorisation QA and Moderation procedures at local and regional levels. Rhwyd programme supporting greater consistency.	Previous Carmarthenshire risks based on challenges of Commissioned Model - mitigated by additional training / resources.			Carmarthenshire			Unlikely	Medium	2	March 2015		
6	Insufficient monitoring of and support to schools causing concern	Head of Hub and Chief Education Officers	Possible	Medium	4	Treat and Transfer		SCC protocols support ChAd activity. Standing item on Hub QA. SCC Plans in place with monitoring and review support from Head of Hub and PCA. Hub QA monitoring progress and impact on a regular and individual basis. Improvement Plans in place for schools.							Unlikely	High	3	May 2015		
7	LA staff (including Challenge Advisers) unnecessarily undertaking activity outside the regional strategy	Directors	Possible	High	6	Treat		Head of Hub & PCA meetings review workload and impact to ensure early identification of issues/risks.				Clarity on ChAd role supported by revised Ladder of Support but potential risks needs to remain under review.	Ongoing local discussions to ensure appropriate capacity (recruitment programme in place).			Possible	High	6	July 2015	

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											Probability	Impact	Risk Score			
8	Failure to raise standards, specifically for EFSM pupils	Directors	Likely	Medium	6	Treat	Ongoing targeted interventions and sharing of most effective practice. Commissioned research. ERW CV1s clarifying actions for 'menu of support.' CCC eFSM Scrutiny Panel work has supported identification of 'good practice' and potential risks.					Possible	Medium	4	July 2015	
9	<u>Hub Leads do not maintain register and risks are not mitigated efficiently enough. LAs do not escalate to local registers as necessary to manage the wider LA issues</u>	Directors, Heads of Hub	Likely	High	9	Escalate	Hub leads to take responsibility.					Unlikely	Medium	4	Mar-16	