

FINANCE & GENERAL PURPOSES COMMITTEE REPORT

Subject: Strategic Risk Register	Purpose: For Approval <input type="checkbox"/> For Discussion <input checked="" type="checkbox"/> For Information <input type="checkbox"/>
Prepared by: Hazel Robertson, Vice Principal – Finance and Corporate Services	Date: 18 September 2019
Purpose: To discuss the College's Strategic Risk Register.	
Linked to Strategic Goal 5: Build Sustainability.	
Executive Summary: <p>The College's Strategic Risk Register (attached) has been updated since the last Board and a new summary page has been introduced. The summary page gives an overview of the risk exposure by strategic goals.</p> <p>The following strategic risks identified on the Risk Register are above target. Summarised below are the reasons why and mitigation.</p>	
1a	The risk level is slightly above target due to Outcome Agreement funding not matching the level of credit delivery in 2018/19 – the in year distribution was not made good in this year. We will continue to work towards delivery of more credits and securing in year funding.
1k, 4d	The impact of BREXIT remains unclear. We continue to be proactive in engaging locally, nationally and through our sector networks to understand what the impacts may be and how we can mitigate any negative impact. A full BREXIT impact assessment has been reported to Board and the Scottish Funding Council, who have recognised the assessment as good practice. It has been updated following discussion with SFC. Attendance at a recent Colleges Scotland BREXIT forum is going to be followed up with guidance on a potential No Deal BREXIT.
2h	Achievement of desired student outcomes continues to be a strong focus. We have invested in more achievement coaches for 2019/20.
4f	Considerable joint working is underway at Board level, Executive leads and project teams in order to work effectively with Dumfries and Galloway College to deliver the joint SOSEP project work and shared curriculum delivery. Formal launch is to take place in December 2019.
5a	There is still a concern about insufficient funding available for ICT. We understand that a case is being made to increase this as part of the spending review. Locally we are developing our three year Digital Delivery and Development Programme and will report on progress with this through the Finance and General Purposes Committee.
5h	The College has made good progress in fulfilling its requirements with regard to GDPR in accordance with the Information Commissioner's Office (ICO) guidance. Protection Policy has been approved by the Board and we have provided operational guidance to staff. The recent IT systems audit report highlighted a high risk around potential data

	leakage. The risk score has decreased this reporting period and will remain above target until implementation of the Identity Management Systems in October 2019 allows full roll out of Office 365 and related functionality, thus fully addressing the concern about data leakage.
5i	We achieved Cyber Security Plus accreditation in August 2019. The recent IT systems audit report highlighted a high risk around web filtering. The risk score has decreased this reporting period and will remain above target until implementation of a technical solution in October 2019.
5k	There have been some issues with operation of the bursary laptop scheme in its first year, which are being reviewed and recommendations will be made for the scheme going forward. We await the findings and outcomes of the internal audit review before finalising our report on the scheme.

The following risks will be closed.

Risk description		Change
3a	Insufficient capital maintenance funding	Capital maintenance funding is adequate to cover our requirements. The issue re funding relates to long term estates strategy and ICT – these risks are covered elsewhere
4d	Brexit impact on economy	This risk is adequately covered by risk 1k and the more detailed BREXIT risk assessment
4e	Centre of Excellence for Textiles	This risk has been fully mitigated through effective working with the Centre Manager and SBC
5e	Procurement reform	This risk is at target level with little adverse potential for impact on the strategic goal
5f	EU funded credit activity	This risk has been transferred to the BREXIT risk assessment
5g	Education Scotland evaluation report	This risk is at target levels with robust arrangements in place for ongoing evaluation

BREXIT

The BREXIT assessment has been updated following discussion with SFC and attendance at a Colleges Scotland BREXIT Forum. It is attached and has had the various items categorised into potential emergency responses, medium term and long term impacts. We anticipate advice being issued in relation to a potential No Deal BREXIT and shall update the local assessment as required.

Recommendation: Members discuss the Strategic Risk Register, seek any further clarification of risks which remain above target level.

Previous Committee Approvals: n/a

For publication ☒

For publication with redactions
☐

Not for publication ☐

Respond to the needs of our region - OPEN appetite

Total risk rating

40

Likelihood	5		EU funded credit is withdrawn			
	4					
	3		SFC do not fund growth in new provision		BREXIT significant impact on the region	
	2			Engagement with partners SDS funding is reduced		
	1					
	1	2	3	4	5	
	Impact					

Successful outcomes for our learners - OPEN appetite

Total risk rating

24

Likelihood	5					
	4					
	3					
	2		Learner needs not properly articulated Staff not motivated or engaged Employers not engaged Students not enrolled on most appropriate programme Student funding is reduced	Outcomes don't show positive trend		
	1					
	1	2	3	4	5	
	Impact					

Grow our business- CAUTIOUS appetite

Total risk rating

24

Likelihood	5					
	4					
	3					
	2		Failure to capitalise on commercial income Failure to recruit qualified staff	SFC do not fund growth in new provision Not working effectively in partnership with D&G re Hub and Spoke		
	1					
	1	2	3	4	5	
	Impact					

Acceptable level of risk - risk appetite

OVERALL STRATEGIC RISK APPETITE - MODERATE

Risk appetite		Definition
OPEN		The College is willing to consider all delivery options and select those with the highest level of productive outcomes, even if this may restrict potential rewards.
MODERATE		The College will only accept exposure to modest levels of risk in selecting delivery options, recognising that this may restrict potential rewards.
CAUTIOUS		The College remains guarded, with a preference for safe delivery options that have no more than a low degree of risk, recognising that these may have restricted potential for reward.

High quality College experience - MODERATE appetite

Total risk rating

12

Likelihood	5					
	4					
	3					
	2		Learners travel to other locations to study Student association not proactive in engaging Students are not engaged in driving learner experience			
	1					
	1	2	3	4	5	
	Impact					

Build sustainability - MODERATE appetite

Total risk rating

62

Likelihood	5					
	4					
	3				Insufficient SFC funding for ICT infrastructure National bargaining costs ahead of funding	
	2		Insufficient alternative funds for new delivery Childcare targets are not met	Reduction in regional demand impact on credits Unable to meet requirements of GDPR Inadequate protection from cyber risk	Student support funding not available for laptops	
	1					
	1	2	3	4	5	
	Impact					

BORDERS COLLEGE STRATEGIC RISK REGISTER
Strategic Risk Appetite - MODERATE

Objectives and Risks		Current			
		Controls in place	Likelihood (1 - 5)	Impact (1 - 5)	Rating (max =25)
1 Respond to the needs of our region - Risk Appetite - OPEN		Respond to the needs of our region - Risk Appetite - OPEN			
1a	IF the SFC does not fund growth in the Scottish Borders, THEN the College will not be able to create new provision to meet demand.	Outcome agreement, engagement with SFC, development of business cases to support growth. Growth was funded and achieved in 18/19 but not carried forward into the 19/20 agreement. This will continue to be a risk for 2019/20 onwards	3	2	6
1b	IF there is not successful engagement with partners, THEN the College will not be able to identify and meet their needs.	Engagement with Industry groups and other employers, local authority and schools, community planning partners, universities. .Build on good reputation of the college to foster genuine partnerships and solutions to regional challenges. Continue to push positive PR re our successes. Develop bespoke and flexible solutions for schools. CLMs will meet monthly with DYW and schools.	2	3	6
1d	IF SDS funding is reduced, THEN the College will not be able to meet the demands of our stakeholders.	Engagement with SFC, Outcome Agreement Process, curriculum and business planning. Continue to explore alternative funding streams to respond to demand. Board Chair and SMT continue to raise the profile of the college with regional stakeholders who have influence with decision makers. Continue to seek efficiency savings in order to invest in new provision.	2	3	6
1h	IF EU-funded Credit activity is withdrawn, THEN the College may not be able to sustain activity levels	Outcome agreement, engagement with SFC, curriculum and business planning. Continue to explore alternative funding streams to respond to demand. Board Chair and SMT continue to raise the profile of the college with regional stakeholders who have influence with decision makers. Continue to seek efficiency savings in order to invest in new provision. This risk is at target level and is built into our 5 year financial forecast return.	5	2	10
1k	IF BREXIT has a significant negative impact on the Borders economy, THEN this may mean the College cannot meet the needs of the Region.	Monitoring of external factors, engagement with stakeholders, discussion with SFC. Brexit impact assessment compiled. Update being prepared to reflect probable no deal. Risk rating increased	3	4	12
2 Deliver successful outcomes for all our learners - Risk Appetite - OPEN		Deliver successful outcomes for all our learners - Risk Appetite - OPEN			
2a	IF learners' needs are not properly articulated when considering resource planning, THEN learners may not achieve their desired outcomes.	Student feedback and engagement on College committees. Improved student engagement in resourcing decisions through user groups and committees. Ensure curriculum planning and resource planning are fully integrated. Work with Student Association to support students with issues such as mental health, cyber bullying. Further investment in achievement coaches and differentiation of support for students.	2	2	4
2b	IF staff are not fully motivated and engaged in delivering the best learner experience, THEN students may not achive desired outcomes.	CPD and staff development, staff consultation, College meetings and briefings. Continue to influence external policy on National Bargaining and Workforce for the future. Communicate regularly with internal staff and students not participating in but are affected by strike action and work together to mitigate impact. Work to ensure any effect from cultural shift is minimised. Maintain positive communicatons in relation to national bargaining.	2	2	4
2c	IF employers do not engage successfully with the College, THEN the College will not be able to provide an appropriate curriculum to meet demand.	Employer engagement programme, industry groups	2	2	4
2e	IF students are not enrolled on the most appropriate programme, THEN they may be less likely to succeed.	Admissions procedures and interviews, programme review, learner success mentor, course tutors. Continue to have clear entry requirements understood by those interviewing and suggest alternative provision when applicant doesn't match the course	2	2	4
2f	IF student support funding is reduced, THEN learners may not be able to enrol on their preferred course of study or achieve their qualification.	Outcome agreement, engagement with SFC, management, full utilisation and monitoring of SS Funds. Additional funding allocation received from in year re-distribution.	1	2	2
2h	IF our outcomes don't show a positive trend THEN it will impact on our Education Scotland grade and potentially our SFC funding.	KPI performance at mid July shows slight improvement in FEFT and sector average performance on HEFT.	2	3	6
3 Provide a high quality College experience - Risk Appetite - MODERATE		Provide a high quality College experience - Risk Appetite - MODERATE			
3a	IF SFC does not provide sufficient capital maintenance funding THEN the quality of student experience will be reduced.	Outcome agreement, engagement with SFC, business cases for capital projects, resource planning	1	2	2
3b	IF significant numbers of learners decide to travel to study at other colleges and HEIs, THEN learner choice will likely be reduced.	Curriculum planning, marketing strategy, engament with schools and prospective learners, employers. Analyse areas of loss to inform refresh of the curriculum. Coordinated planning with the schools. Adjust admissions policy. Additional targeted marketing	2	2	4
3c	IF the Students' Association does not continue to be pro-active in engaging with the College, THEN the learner experience will likely be diminished.	Financial and SMT Support to SA, partnership agreement, clear BCSA development plan, feedback on engagement. Review reasons for lack of effectiveness. Support BCSA to make changes. Engage NUS (Scotland) and SPARQS to provide support to SA.	2	2	4
3d	IF students are not engaged in driving the learner experience, THEN the College may not develop an appropriate learner experience.	feedback from student experience committees has been good and students using Buzz the Boss. Having new CLMs in post provides greater capacity for staff to engage with students.	2	2	4

Target			
Further Actions	Likelihood (1 - 5)	Impact (1 - 5)	Rating (max =25)
Respond to the needs of our region - Risk Appetite - OPEN			
TREAT - Work is ongoing to further develop the financial plan, FFR and budgets going forward and it is anticipated that this will continue to be a risk area for future years.	2	2	4
TREAT. Although this is at target this is an area of significant activity with multiple projects being progressed - maintain focus - at target	3	2	6
TOLERATE. No further actions at present - at target, although this is anticipated to be a future risk therefore retain on register	3	2	6
TOLERATE - no additional actions at this time - await further advice from SFC- at current target	5	2	10
TREAT - Continue to discuss with SFC. Attend BREXIT forums. Await further advice from SFC.	3	3	9
Deliver successful outcomes for all our learners - Risk Appetite - OPEN			
TOLERATE - no additional actions - at target	2	2	4
TOLERATE - no additional actions - at target	2	3	6
TREAT - This continues to be a focus of our activity. BDU managers are working with curriculum areas to progress. Use of SOSEP funding to generate new opportunities. We are performing well in terms of MA.	2	2	4
TOLERATE - no additional actions - at target	2	2	4
TOLERATE - Additional funding allocation received from in year re-distribution - funding advice is to assume that needs will be met - at target	1	2	2
TREAT - Established tracking and monitrong arrangements and investment in additional achievement coaches for next year	2	2	4
Provide a high quality College experience - Risk Appetite - MODERATE			
TERMINATE - Capital maintenance funding is adequate to cover maintenance priorities. The issue is lack of capital for development. Recommend closing this risk as it is more effectively covered by 5a	3	2	6
TREAT - Continue to manage impact through curriculum planning.	2	2	4
TOLERATE - no additional actions - at target	2	2	4
TOLERATE - At target level	2	2	4

Presented to:		Execs	
Date:		16/08/2019	
Above / On Target		SLT lead	Exec owner
Respond to the needs of our region - Risk Appetite -			
Above Target	APs + BDU	Principal	
On Target	APs + BDU	Principal	
On Target	Dir of BDU	Principal	
On Target	APs	VP C&SS	
Above Target	Execs	VP F&CS	
Deliver successful outcomes for all our learners -			
On Target	APs + D BDU	VP C&SS	
On Target	APs	VP C&SS	
On Target	DM	VP C&SS & VP F&CS	
On Target		VP C&SS	
On Target		VP F&CS	
Above Target	HA	VP C&SS	
Provide a high quality College experience - Risk			
Below Target	HR, RH	VP F&CS	
On Target	HA	VP C&SS	
On Target		VP C&SS	
On Target		VP C&SS	

BORDERS COLLEGE STRATEGIC RISK REGISTER
Strategic Risk Appetite - MODERATE

Objectives and Risks		Current			
		Controls in place	Likelihood (1 - 5)	Impact (1 - 5)	Rating (max =25)
4 Grow our business - Risk Appetite - CAUTIOUS		Grow our business - Risk Appetite - CAUTIOUS			
4a	IF the SFC does not fund growth in the Scottish Borders, THEN the College will not be able to create new provision to meet demand.	Outcome agreement, engagement with SFC, development of business cases to support growth. Continue to explore alternative funding streams to respond to demand. Board Chair and SMT continue to raise the profile of the college with regional stakeholders who have influence with decision makers. Continue to seek efficiency savings in order to invest in new provision. FWDF allows for some additional activity with employers.	2	3	6
4b	IF we do not understand and capitalise on the market for commercial delivery sufficiently to meet income targets, THEN we may not have the ability to generate sufficient funds to invest in new activities.	Build on relationship with newly formed DYW Industry Group and existing Employer Relationships. Promote our successes with Employers. Continue to explore a CRM system to capture all enquiries. Introduce improved monitoring arrangements for commercial activities.	2	2	4
4c	IF the College is not able to recruit appropriately qualified staff, THEN it will not be possible to enable growth in student numbers or commercial business.	Review recruitment strategy i.e. employment fairs, university graduates, starting salaries for non qualified teachers in skill shortage areas	2	2	4
4d	IF BREXIT adversely affects the Regional economy, THEN employers may not have the capacity to undertake commercial training.	Employer/client engagement, work on new markets and products	3	3	9
4e	IF the contribution of Borders College to the new Centre of Excellence for Textiles is not clearly understood by all partners, THEN this may result in adverse reputation	Discussion and agreement with SBC and SDS	2	2	4
4f	IF the College does not work effectively in partnership with Dumfries and Galloway College to implement the Hub and Spoke model THEN our ability to access future grant funding from SOSEA may be impaired.	Effective liaison at Executive and operational level. Joint specification for digital hub and spoke. Complementary curriculum development. Monthly Project Board meetings. Regular operational meetings including oversight group and project team meetings.Fomalised project documentation. Joint outcomes based planning workshop to develop benefits realisation plan and review risks.	2	3	6
5 Build sustainability - Risk Appetite - MODERATE		Build sustainability - Risk Appetite - MODERATE			
5a	IF SFC capital funding is contained at current levels, THEN the College may be unable to invest in a sustainable ICT infrastructure to offer up-to-date learning and improve business processes.	Engagement with SFC, Outcome Agreement Process, curriculum and business planning, replacement infrastructure project 2017	3	4	12
5b	IF alternative sources of income are not found, THEN the ability to develop new delivery and trial new products is restricted.	Employer/client engagement, work on new markets and products. Work with BDU and faculties to to increase commercial engagements and wider funding opportunities.	2	2	4
5c	IF national bargaining drives pay awards upwards ahead of any additional resources which are generated through growth, THEN the College will have less flexibility in managing its remaining resources.	Engagement with Employers' Association, resource planning. This risk is ahead of target level and is built into our 5 year financial forecast return.	3	4	12
5d	IF regional demand reduces, THEN the credit target may not be achieved and funding reduced.	Engagement with CPP, schools, employers groups, data analysis, business engagement, adult provision. Create new provision in non-traditional subject areas, grow our HN provision and community and business courses	2	3	6
5e	IF procurement reform does not deliver efficiencies, THEN the College will have reduced resources to deploy to support activity.	Resource Planning cycle, procurement management. Maximise use of efficient procurement via contracts register and collaborative frameworks, create headroom in budget.	3	2	6
5f	IF EU-funded Credit activity is withdrawn, THEN the College may not be able to sustain activity levels	Outcome agreement, engagement with SFC, curriculum and business planning. minimise impact of withdrawn funding by efficient esource planning. Notification of rejection of SFC claims means we have increased risk here. This risk is at target level and is built into our 5 year financial forecast return.	5	2	10
5g	IF the grades resulting from the Education Scotland Evaluation Report are poor THE the College may suffer reputational damage, resulting in poor student recruitment and loss of funding.	Working closely with Education Scotland to ensure accurate judgements about ourselves, work around quality assurance, clear strategies/policies to address concerns.	2	2	4
5h	IF the College is unable to meet the requirements of GDPR THEN the College may suffer financial and reputational damage	Staff awareness and training, project to ensure compliance, DPO appointment. Data Protection Policy agreed. Mandatory DP training on moodle. Guidance finalised for data event notification and management. Work programme signed off by SLT in February focusing on update of records management register, implementation of Data Protection Impact Assessments and training.	2	3	6
5i	IF protection against cyber attack is not sufficient, THEN the College could suffer financial and reputational damage, or negative impact on student success	Current security including Firewalls, anti-virus protection, passwords, web filtering, awareness, network segmentation, patches, traffic monitoring, backups, DRP etc. Cyber security accreditation achieved	2	3	6
5j	IF our Childcare targets are not met THEN this could have a negative impact on financial sustainability	Curriculum planning,monitoring of eapplications, enrolments, discussion with SFC	2	2	4
5k	IF rules for student support funding no longer allow the use of bursaries to purchase mobile devices, THEN the ability to deliver our BYOD strategy will be compromised	Resource planning to create flexibility in ICT replacement. Additional funding allocation received from in year re-distribution - at target. Some issues with scheme and concerns being addressed by working group - strategy paper being developed.	4	3	12

Likelihood		Impact		
5	Almost certain 80%	5	Critical	Substantial effect upon the objective, thus making it extremely difficult/costly to achieve
4	Very likely 60% 80%	4	Significant	Considerable effect on the objective, making it more difficult /costly to achieve
3	Likely 40% - 60%	3	Moderate	Evident and material effect on the objective, making it fully achievable only with some moderate additional difficulty or cost
2	Unlikely 20% - 40%	2	Minor	Small but noticeable effect on the objective , making it fully achievable but with some minor difficulty/cost
1	Very unlikely - less than 20%	1	Marginal	Peripheral effect upon the objective, impacting only in minor way upon achievement

Target			
Further Actions	Likelihood (1 - 5)	Impact (1 - 5)	Rating (max =25)
Grow our business - Risk Appetite - CAUTIOUS			
TOLERATE - no additional actions - at target. This will continue to be a risk for future years	3	2	6
TREAT - Continue to explore opportunities. Planned growth of 9% in 2019/20 and £500k contribution to College. Modest assumptions built into the financial forecast	2	2	4
TREAT - Continue to promote college as a good employer	2	2	4
TERMINATE - Transferring this risk to the BREXIT impact assessment	2	2	4
TRANSFER - Fomalised relationship with SBC. Employment issus have been agreed. Recommend closing as at target level	2	2	4
TREAT - Outocmes based planning tool used to develop a benefits realisation plan and review risks. Moving towards formal launch. This will help to focus on long term outcomes and measureable results. Articulation project between two Colleges is coming together and have appointed a joint Progression Manager.	2	2	4
Build sustainability - Risk Appetite - MODERATE			
TERMINATE - Explore creation of sinking fund for ISLT resource which will need to include provision for hub and spoke development and refresh. Also develop futue options including cloud model, integration or outsourcing. Digital delivery and development priorities identified, finalising action plan and funding solutions.	2	2	4
TOLERATE - no additional actions - at target	2	2	4
TOLERATE - no additional actions - assume SFC redistribution of funds would address = below target	5	3	15
TOLERATE - no additional actions - below target	3	3	9
TERMINATE - This risk is at target level with limited impact on objective. Recommend closing	3	2	6
TERMINATE - Transferring this risk to the BREXIT impact assessment	5	2	10
TERMINATE - at target level	2	2	4
TREAT - guidance on subject access requests being finalised. Article 30 work nearing completion. IT systems audit report highlighted risk of data leakage through USB devices, plan being implemented to mitigate this in the short term whilst waiting for identity management solution.	1	2	2
TERMINATE - Cyber accreditation achieved, web filtering solution required.	2	2	4
TREAT - continued monitoring and negotiation with SFC	2	2	4
TREAT - review scheme and roll out for future years	4	1	4

Risk Score

Likelihood	5	5	10	15	20	25
	4	4	8	12	16	20
	3	3	6	9	12	15
	2	2	4	6	8	10
	1	1	2	3	4	5
		1	2	3	4	5
		Impact				

Presented to: Date:		Execs 16/08/2019			
Above / On Target		SLT lead		Exec owner	
Grow our business - Risk Appetite - CAUTIOUS					
On Target		APs + DM		VP C&SS	
On Target		DM		VP F&CS & VP C&SS	
On Target		DK		Principal	
Above Target		DM		VP F&CS	
On Target		DM		VP F&CS	
Above Target		HR and HA		Exec Group	
Build sustainability - Risk Appetite - MODERATE					
Above Target		AJ and SM		VP F&CS	
On Target				VP F&CS	
Below Target		All		VP F&CS	
Below Target		APs + DM		VP C&SS	
On Target				VP F&CS	
On Target				VP F&CS	
On Target				Director BI&P	
Above Target		HR and SM		VP F&CS	
Above Target		SM		VP F&CS	
On Target		JG DM		VP C&SS	
Above Target		SM/AH		VP F&CS	

BREXIT IMPACT ASSESSMENT

Emergency Responses

Total risk rating 42

Likelihood	5					
	4					
	3			Social unrest in the Borders Availability of business critical supplies		
	2				Rationing of fuel - transport Rationing of fuel - electricity Supply of medications	
	1					
		1	2	3	4	5
Impact						

Medium Term impacts

Total risk rating 48

Likelihood	5					
	4					
	3			Supply of goods cost and delay	ERASMUS activity is impacted BREXIT affects the regional economy SG emergency budget impact	
	2					
	1					
		1	2	3	4	5
Impact						

Longer term impacts

Total risk rating 108

Likelihood	5	Unable to accept EU students	Restrictions on labour supply			
	4			Impact on universities - targeting FE		
	3		EU funded credit activity withdrawn Impact of procurement on social resp	Other funders lose EU grants Loss of residents impact on student nos	SDS apprenticeship funding lost Reduction in HWU activity on campus	
	2			ESF credit funded activity withdrawn Inferior quality standards for procurement Change in availability of data Changes in regulated procurement		
	1		ERASMUS funding withdrawn			
		1	2	3	4	5
Impact						

Area of activity	College wide BREXIT Impact assessment
Date	27.08.2019
Review date	30.09.2019
Assessor name	Hazel Robertson

Ref	No	Strategic objective	Uncertain event	Potential impact	Likelihood	Severity	Score	Existing controls	Further action (likelihood)	Further action (impact)	By whom	When
EMERGENCY RESPONSE												
	2	College experience	IF business critical supplies are unavailable over an uncertain period of time	THEN the College may have to operate with restricted services and students may not be able to complete courses	3	3	9	Undertaken procurement analysis based on info supplied by APUC. BCP would be invoked.	Identify business critical supplies and determine ways of coping with delay or cost - eg food and fuel.	Impact assessments for specific areas of activity. Prioritise use of scarce resources - eg final year groups. Increase online and theory of application. Send more people out to employers for application	SLT	
	5	College experience	IF rationing of fuel is introduced	THEN we may suffer staff shortages and inability of students to get to our campuses	2	4	8	BCP / travel plan would be invoked. Investment in VPN to allow homeworking.		Further VPN roll out. Enabling students to undertake digital activity from home	R Hewitt, S Moncrieff, APs	
	5b	College experience	IF rationing of fuel is introduced	THEN we may suffer shortage of electricity supply	2	4	8	BCP would be invoked.		Buy advance supply of electricity	R Hewitt	
	6	College experience	IF there is a shortage of supply of medications	THEN staff or students may become unwell on campus / or unable to attend the college	2	4	8	Maintain full coverage of first aiders. Extend medical protocols process to staff.	Communications to staff and students about prioritising own health and staying as safe as possible	Potentially increase student support services	D Kerr / C Nairn	
	19	Sustainability	IF there is social unrest in the Borders	THEN our ability to maintain services may be adversely affected	3	3	9	BCP would be invoked.		Need to participate in Borders Regional Civil Contingencies group and planning	H Robertson	
MEDIUM TERM												
	4b	College experience	IF ERASMUS activity is impacted by No Deal or delay	THEN agreements may be invalid and travel arrangements may be compromised	3	4	12		Existing agreements to be updated.	Safety nets to be put in place for travel	L Retallick	urgent
4d	8	Grow Business	IF BREXIT adversely affects the Regional economy	THEN employers may not have the capacity to undertake commercial training.	3	4	12	Employer/client engagement, work on new markets and products	Widen client base to spread risk and access funding	Widen client base to spread risk	D McKendry	
	12	Grow Business	IF construction industry is significantly affected by labour or supplies shortages	THEN there may be a risk to delivery and completion of our capital/BOSEP projects	close this risk							
	14	Sustainability	IF the supply of goods will incur increased transport timescales, paperwork, and / or duty	THEN the cost of business as usual may significantly increase	4	3	12	Budget control, financial planning, FFR	Plan ahead for purchases	APUC have advised of potential 10% increase in cost of food. Continue to seek efficiency savings	Budget holders	
	22	Sustainability	IF Scottish government implement emergency budget and funding to the FE sector is reduced	THEN there may be a need to plan significant reductions in activity levels	3	4	12	Plan for reduction in activity levels		Reduce expenditure		
LONGER TERM												
1h	1	Needs of region	IF EU-funded Credit (ESF) activity is withdrawn	THEN the College may lose 500 credits	3	2	6	Funding available until 2021. This is built into the FFR.	Likelihood score will increase with proximity of loss of income	Continue to seek efficiency savings to invest in new provision, including consultation with staff re staff reductions and use of temporary staff		
	3	College experience	IF the UK does not adopt the same quality standards, employment and legal obligations for procurement activity	THEN the College may procure goods of an inferior quality, resulting in uncertainty about safety, and risk of harm to staff and students	2	3	6	Continue to follow APUC guidance and frameworks			L Gardham	
	4	College experience	IF ERASMUS funding for international students is withdrawn	THEN the College may not be able to support 25 student placements in Europe.	3	1	3	Funding of £60,000 for 25 student placements is available until 2021. Negligible impact on net position as does not affect staffing levels.			L Retallick	
	7	College experience	IF there is a change in availability of data across EU and UK	THEN there may be an impact on business continuity until revised agreements can be put in place	2	3	6	Support from DPO service to identify priority areas to address			H Robertson	
	9	Grow Business	IF SDS apprenticeship part funding is lost	THEN the College may not be sustain the planned growth in provision (6 programmes £480k)	3	4	12	European funding possible up to 2021	May be offset by redistribution of funds by SFC. Likelihood factor may increase	Deliver through temporary resources if possible, which would need to be support staff. If already employed may need to have consultation about staff reductions. Tap into credit funding	SLT	
	10	Grow Business	IF other funders lose their EU grants	THEN there may be an uncertain impact on secondary income sources eg from SBC	3	3	9	Uncertain impact	Undertake exercise to assess		D McKendry	
	11	Grow Business	IF Borders College is unable to accept EU students	THEN tuition fees may be lost	5	1	5	This has negligible impact due to low numbers of students				
5f	13	Sustainability	IF EU-funded Credit activity is withdrawn,	THEN the College may lose £135k of income with associated impact on staff levels	3	2	6	Funding available until 2021. This is built into the FFR.	Likelihood score will increase with proximity of loss of income	Continue to seek efficiency savings to invest in new provision, including consultation with staff re staff reductions and use of temporary staff		
	15	Sustainability	IF there are changes in regulated procurement - ie processes for greater £50k are restricted to UK	THEN there may be restricted supply, and potential increase in cost	2	3	6	Government have provided assurances that the regulations for public procurement will continue to operate in the event of a no deal.	Notification will be received via APUC of any concerns	BCP response required if urgent loss of supply	H Robertson	
	16	Sustainability	IF the UK does not adopt the same quality standards, employment and legal obligations for procurement activity	THEN the College may not meet its social responsibility and sustainability objectives	3	2	6	Continue to follow APUC guidance and frameworks			L Gardham	
	17	Sustainability	IF Universities lose EU students and EU grants eg research	THEN Universities may look to extend their activities to further education	4	3	12	This would be a massive change for the HE sector but is increasingly likely. Not likely to be felt immediately	Articulation pathways not always successful.	Growing HND provision	APs	

	18	Sustainability	IF there are restrictions on residential status for EU citizens	THEN labour supply may be affected and / or student numbers reduced	5	2	10	5 staff who may need to apply for residency.		Establish how we can help them to do this. What about families of staff and students. Prepare briefing notes to share with all staff. Can we offer a drop in service to help with applications.	D Kerr	
	20	Sustainability	IF up to 7% of residents leave	THEN the need for employment may increase with a correspoding reduction in student numbers	3	3	9	Plan for reduction in activity levels		Reduce expenditure		
	21	Sustainability	IF there is a reduction in HWU level of activity	THEN there may be a down scale in HWU presence	3	4	12	Engagement with HWU on their Brexit plannning through campus mgmt committee			H Robertson	

Risk Score

Likelihood	5	5	10	15	20	25
	4	4	8	12	16	20
	3	3	6	9	12	15
	2	2	4	6	8	10
	1	1	2	3	4	5
		1	2	3	4	5
		Impact				

Likelihood		Impact		
5	Almost certain 80%	5	Critical	Substantial effect upon the objective, thus making it extremely difficult/costly to achieve
4	Very likely 60%-80%	4	Significant	Considerable effect on the objective, making it more difficult /costly to achieve
3	Likely 40% - 60%	3	Moderate	Evident and material effect on the objective, making it fully achievable only with some moderate additional difficulty or cost
2	Unlikely 20% - 40%	2	Minor	Small but noticeable effect on the objective , making it fully achievable but with some minor difficulty/cost
1	Very unlikely - less than 20%	1	Marginal	Peripheral effect upon the objective, impacting only in minor way upon achievement

- 1
- Needs of our region
- 2
- Successful outcomes
- 3
- High quality College experience
- 4
- Grow our business
- 5
- Build sustainability