

CURRICULUM AND QUALITY 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	Date: 12 October 2020
Purpose: To provide members with the current strategic risk register for scrutiny	
Linked to Strategic Ambition: We will take a leading role in enabling an inclusive, resilient and sustainable Scotland	
<u>Executive Summary:</u> Risks have been reviewed in the context of the College's Strategic Ambition which was recently approved. This desktop review is the first step in creating a new register based on the long term vision as captured in the Strategic Ambition. The plan is to: <ul style="list-style-type: none"> allow each of the three committees to review this update, consider a revised Risk Register Policy at the Audit Committee, and organise two workshop sessions with the Board. This process will allow us to completely refresh the risk register and establish clear mechanisms for its operation, update, review and scrutiny.	
<u>Risk Register Policy</u> The risk register policy is due for review. The following revisions are proposed: <ul style="list-style-type: none"> Introduce a more descriptive process for risk scoring. <ul style="list-style-type: none"> Matrix to define the score associated with potential impact will make it easier to compare risks across types - Appendix 1 Descriptor of the score associated with probability – Appendix 2 Revised risk rating. Introduce a fourth rating (low, medium, high and very high) gives greater focus on which risks can be tolerated, which require attention, and which require urgent action - Appendix 2. <p>The Audit Committee were provided with the new draft Policy for consideration and endorsed this as a way forward.</p> <p>Another element of the policy to consider is risk appetite. This is a matter that Board members should determine how to apply, and will be covered in the risk workshops.</p> <p>The previous risk appetite statements were developed at Board level and for each of the strategic goals. Each risk also had a risk target. This system is overly complex. Risk appetite can best be described at individual risk level.</p> <p>The Regional Board retains responsibility for risk within the College and will be provided with the revised Risk Register Policy for approval.</p>	

Risk Register

The revised risk register is attached as Appendix 3. This is an interim register until the Board can consider the risks associated with delivery of the new Strategic Ambition.

The following risks have been closed, they are addressed as part of a wider risk.

1d	Reduction in SDS funding	Treat as part of a single risk regarding non core grant income
1h	Reduction in EU funding	Treat as part of a single risk regarding non grant income
2e	Learners not enrolled on most appropriate course	Merged with learners needs being addressed in planning
5b	Alternative sources of income	Treat as part of risk around income base
5j	Childcare targets	Treat as part of single risk regarding non grant income

An attempt to re-score using the proposed new matrix is shown on the register, through identifying risks by type.

Risks have been realigned to the 3 strategic objectives:

1. We will provide high quality learning and training opportunities which are relevant, enabling and flexible
2. We will proactively engage with our community and stakeholders to ensure our practice reflects their need
3. We will take a leading role in enabling an inclusive, resilient and sustainable Scotland

The 5x5 summary matrices have been updated with the revised scores (Appendix 4). This summary by strategic objective hopefully makes it easier for members to understand where our most significant risks are, and thus, where our efforts need to be focussed.

Looking at the 5x5 matrices is probably the easiest way to identify any risks that have been missed or any that may require review and rescore. Similarly, these matrices may also help members to think about risk appetite.

The greatest risk exposure currently is:

- Potential worsening impact of COVID19 both financially and on delivery of curriculum (risk to finance is showing as greater than delivery risk)
- BREXIT impact on the economy (unable to adequately assess due to lack of sufficient information)
- Potential excess costs associated with national bargaining/job evaluation (no information available to further assess this until the outcome of job evaluation begins to become available)
- Lack of growth funding from SFC and insufficient capital funds for IT (capital funding for IT is improving in small steps)
- Potential impact of ineffective engagement with partners (much of our strategic aims rely on this).

Recommendation:

Members to

- Endorse the proposed approach for updating Risk Register Policy and the Risk Register.
- Seek clarification on any specific risks and gain assurance on mitigation plans.
- Identify any additional strategic risks to be added to the Register.

Previous Committee Approvals:

Finance & General Purposes Committee 24 September 2020

Audit Committee 01 October 2020

For publication ☒For publication with redactions ☐Not for publication ☐

APPENDIX 1

Proposed risk impact matrix

Descriptor	Negligible	Minor	Moderate	Major	Extreme
Student experience	Reduced quality of student experience/outcome directly due to curriculum delivery	Unsatisfactory student experience / outcome - readily resolvable	Unsatisfactory student experience / outcome - resolvable within xxx time	Unsatisfactory student experience / outcome - resolvable within xxx time	Unsatisfactory student experience / outcome - long term impact
Objectives / Project	Barely noticeable impact on scope, quality or schedule	Minor reduction in scope, quality or schedule	Reduction in scope, quality or schedule	Significant project overrun / reduction in quality	Inability to meet project objectives / impact on reputation
Injury to student/ staff / visitors	Adverse event not requiring first aid	Minor injury/illness requiring first aid	Agency reportable	Long term incapacity requiring medical treatment or counselling	Death or major permanent incapacity
Complaints	Locally resolved verbal complaint	Justified written complaint	Justified complaint involving lack of professionalism	Multiple justified complaints	Complex justified complaints
Business interruption	Interruption in a service which does not affect delivery of educational services	Short term interruption which has minor impact on educational delivery	Some disruption with unacceptable impact on educational delivery. Temporary loss of ability to provide services.	Sustained loss of service which has serious impact on ability to delivery educational services, resulting in major contingency plans being invoked.	Permanent loss of core service or delivery. Disruption to services causing significant knock on effect
Staffing	Short term low staffing levels temporarily affecting service quality	Ongoing low staffing level reducing service quality. Minor error due to ineffective training	Late delivery of objectives due to lack of staff. Moderate error due to ineffective training.	Uncertain delivery of objectives due to lack of staff. Major error due to ineffective training	Non delivery of key objective due to lack of staff. Loss of key staff and inability to recruit. Critical error due to ineffective training.
Financial	Negligible <£1k	Minor >£1k to £10k	Significant >£10k to £50k	Major >£50k to £100k	Over £100k
Inspection / Audit	Small number of recommendations - minor quality improvement	Recommendations which can be addressed by low level of management action	Challenging recommendations which can be addressed with appropriate action plan	Enforcement action, low rating. Critical report	Prosecution, zero rating, severely critical report.
Reputation	Rumours, no media coverage, little impact on staff morale	Local press, little impact on morale and public perception	Local media coverage. Long term adverse publicity. Significant effect on staff morale and public perception	National media coverage less than three days. Public confidence undermined. Use of services affected	National media coverage > 3 days. MSP/MP concern (questions in Parliament), public enquiry, enforcement

APPENDIX 2 Proposed probability scoring and overall Risk Matrix

	Rare	Unlikely	Possible	Likely	Almost certain
Probability	Cant believe this event would ever happen - will only happen in exceptional circumstances	Not expected to happen but definite possibility exists - unlikely to occur	May occur occasionally - has happened before on occasions - reasonable chance of occurring	Strong possibility that this could occur - likely to occur	This is expected to occur frequently - more likely to occur than not

Previous matrix

Impact /Likelihood	Negligibile	Minor	Moderate	Major	Extreme
Almost certain	5	10	15	20	25
Likely	4	8	12	16	20
Possible	3	6	9	12	15
Unikely	2	4	6	8	10
Rare	1	2	3	4	5

Proposed

Impact /Likelihood	Negligibile	Minor	Moderate	Major	Extreme
Almost certain	5	10	15	20	25
Likely	4	8	12	16	20
Possible	3	6	9	12	15
Unikely	2	4	6	8	10
Rare	1	2	3	4	5

APPENDIX 3 UPDATED RISK REGISTER

BORDERS COLLEGE STRATEGIC RISK REGISTER

Objectives and Risks	Baseline controls	Likelihood (1 - 5)	Impact (1 - 5)	Rating (max =25)
1 We will provide high quality learning and training opportunities whi				
2a IF learners' needs are not properly articulated when considering resource planning, THEN learners may be enrolled in the wrong course and / or not achieve their desired outcomes.	The move from face to face to online learning has introduced different resourcing issues. Investment in elearning facilitators, additional support for learning through achievement coaches and focused student support. Strong engagement with BCSA continues.	2	3	6
2b IF staff are not fully motivated and engaged in delivering the best learner experience, THEN students may not achieve desired outcomes.	This risk has not materialised in 2019/2020.	2	3	6
2h IF our outcomes don't show a positive trend THEN it may impact on our Education Scotland grade and potentially our SFC funding.	There are specific COVID19 impacts on our ability to complete some qualifications which meant that over 500 students were affected. The priority in 2020/21 is to timetable these students, to support their achievement in 2020/21.	3	3	9
3b IF significant numbers of learners decide to travel to study at other colleges and HEIs, THEN learner choice may be reduced.	This risk has not materialised in 2019/2020	2	2	4
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.	Year 2 of the digital development programme is complete. We have engaged a firm called Agenor to undertake a digital transformation programme. Phase 1 - discovery - is complete and Phase 2 - design - will commence in earnest in September. This phase will describe our desired future state. Affordability and resource capacity and capability to deliver will be fully explored.	2	2	4
4f IF the College does not work effectively in partnership with other Colleges to implement shared delivery eg digital THEN our ability to access future grant funding from SFC/SOSEA may be impaired.	Although additional funding has not been agreed through SOSEA, this is likely due to the economic impact of COVID19, which is a factor outwith our control. Discussions are ongoing about the next phase. Discussions re wider federations are ongoing	2	2	4
5d IF regional demand reduces, THEN the credit target may not be achieved and funding reduced.	This risk has not materialised in 2019/2020	2	3	6
2 We will proactively engage with our community and stakeholders to ensure our practice reflects their need				
1a IF we do not secure growth in grant income in the Scottish Borders, THEN the College will not be able to create new provision to meet demand.	The 2019/20 bid for redistribution was successful however was funded at a much lower rate than expected, due to sector wide demand.	2	2	4
1b IF there is not successful engagement with partners, THEN the College will not receive enough funding to be able to identify and meet their needs.	Strong engagement with partners has continued and where possible within the context of COVID19 we are continuing to meet their requirements under current constraints	2	3	6
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.	This risk is not in our ability to control. It has not materialised in 2019/2020	3	3	9
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
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.	Impact has been factored into financial assessment. This risk has not materialised in 2019/20	2	2	4
5l IF the Coronavirus continues to spread and increase in impact, THEN the College may need to invoke contingency measures to protect staff and to maintain critical services	Incident Management Team arrangements successfully supported the College in addressing the public health risks for the College and in ensuring the College could move from face to face delivery to remote delivery. A new Performance Matrix was implemented to track key metrics. The IMT were re-engaged to oversee the exit the lock down in a phased manner and to implement arrangements for on line induction. Digital delivery continued to be a primary focus of support.	5	3	15

Date: 09/10/2020				
NEW MATRIX				Target
Likelihood (1 - 5)	Impact (1 - 5)	Rating (max =25)	Actions to reach target	
We will provide high quality learning and training opportunities				
2	3	6	TREAT - further investment in digital learning support and technology	
2	3	6	TREAT - further investment in digital learning - staff capability	
3	3	9	TREAT - Continue to enhance tracking and monitoring arrangements.	
2	2	4	TREAT - Continue to manage impact through curriculum planning.	
3	4	12	TERMINATE - Implement phase 2 Agenor report (discovery) which will inform resource planning for phase 3.	
2	4	8	TREAT - End of project report to be finalised. Continue to negotiate for phase 2 funding, and/or establishment of federation(s) to progress	
2	2	4	TOLERATE - not a risk for 2020/21 as main grant is protected	
We will proactively engage with our community and stakeholders				
3	4	12	TREAT - Continue to lobby SFC for recurrent growth	
3	4	12	TOLERATE. - Transformation Programme Board has been formed to oversee significant projects with external stakeholders.	
4	4	16	TREAT - Continue to discuss with SFC. Attend BREXIT forums. Await further advice from SFC.	
2	2	4	TREAT - This continues to be a focus of our activity. BDU managers are working with curriculum areas to progress. We are performing well in terms of MA.	
3	3	9	TREAT - Continue to explore opportunities. Need to set stretch targets for curriculum portfolios as part of budget setting for 20/21	
5	3	15	TREAT - Continue with IMT as required. Keep in touch with national discussions and guidance.	

BORDERS COLLEGE STRATEGIC RISK REGISTER

Objectives and Risks	Baseline controls	Likelihood (1 - 5)	Impact (1 - 5)	Rating (max =25)
3 We will take a leading role in enabling an inclusive, resilient and su				
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.	There has been no tangible progress on this matter in this year.	3	3	9
5h IF the College is unable to meet the requirements of GDPR THEN the College may suffer financial and reputational damage	Information Governance audit identified some actions for completion. These actions are not new, but the report serves as a helpful basis for ensuring a focus on implementing our already agreed action plan. Report reviewed by audit committee and risk level remains, to be further reviewed in October.	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	We are aware of cyber security risks as a result of COVID 19 however there are no current issues locally. Report reviewed by audit committee and risk level remains, to be further reviewed in October. Cyber risk review nearing completion, and cyber essentials plus re-accreditation pending	3	3	9
5m IF the Coronavirus continues to spread and increase in impact, THEN the College may incur a deficit due to increased costs and reduced income.	Forecast deficit due to reduction in income and increase in costs. Reduced to some degree by our application for the furlough scheme. Unclear how the SFC will want to handle this position, which is felt across the sector.	5	3	15

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

Date: 09/10/2020			
NEW MATRIX			Target
Likelihood (1 - 5)	Impact (1 - 5)	Rating (max =25)	Actions to reach target
			We will take a leading role in enabling an inclusive, resilient and
4	4	16	TOLERATE - assume SFC redistribution of funds would address = current risk lowered.
3	2	6	TREAT - Data sharing agreements now a priority. IT systems audit report highlighted risk of data leakage through USB devices, plan to be implemented. Data breach with associated financial loss, notified in January has identified further technical, operational and training actions.
2	4	8	TREAT - cyber risk technical assessment to be completed Sep 2020, cyber essentials plus re-accreditation to be completed Sep 2020
5	4	20	TREAT - Continue with IMT as required. Expenditure will be driven by risk assessments.

Proposed

Impact /Likelihood	Negligible	Minor	Moderate	Major	Extreme
Almost certain	5	10	15	20	25
Likely	4	8	12	16	20
Possible	3	6	9	12	15
Unlikely	2	4	6	8	10
Rare	1	2	3	4	5

APPENDIX 4

5X5 Risk matrices

We will provide high quality learning and training opportunities which are relevant, enabling and flexible

Total risk rating

49

Likelihood	5				
	4				
	3				
	2				
	1				
	1	2	3	4	5
Impact					

We will proactively engage with our community and stakeholders to ensure our practice reflects their need

Total risk rating

68

Likelihood	5				
	4				
	3				
	2				
	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 when
MODERATE		The College will only accept exposure to modest levels of risk in selecting delivery options, recognising that this may restrict
CAUTIOUS		The College remains guarded, with a preference for safe delivery options that have no more than a low degree of risk,

We will take a leading role in enabling an inclusive, resilient and sustainable Scotland

Total risk rating

50

Likelihood	5				
	4				
	3				
	2				
	1				
	1	2	3	4	5
Impact					