



Risk Management Policy Statement and Strategy

Contents

Section	Page
1. Risk Management Policy Statement	2
2. Risk Management Strategy	3
3. What are the real benefits of managing risk?	3
4. Our strategic risk management objectives	4
5. What is the council's Risk Appetite?	4
6. How are our objectives going to be met?	5
7. Monitoring and Review of Risk Management Activities (minimum requirements) ..	5
8. Accountabilities, roles and responsibilities	6

1. Risk Management Policy Statement

- 1.1. Gloucester City Council (the Council) recognises that Risk Management is one of the key principles of effective corporate governance. It is also a key contributor to a sound internal control environment and the Annual Governance Statement.
- 1.2. The council seeks to adopt recognised best practice in the identification and evaluation of cost effective and proportional control of risks and opportunities to ensure that they are managed at acceptable levels. Risk management within the council is about managing our threats and opportunities and striving to create an environment of 'no surprises'. By managing our risks effectively, we will be in a stronger position to deliver our business objectives. By managing our opportunities, we will be in a better position to demonstrate improved services and better value for money.
- 1.3. Risk is unavoidable. It is an important part of life that allows us all to move forward and develop. Risk can impact the Council in many ways, whether financially, politically, reputationally, environmentally or to our service delivery. Successful risk management is about ensuring that we have the correct level of control in place to provide sufficient protection from harm, without stifling our development. As an organisation, with a range of different stakeholders, each with differing needs and expectations, this can be a challenge. We must ensure that the decisions we take as a council reflect a consideration of the potential implications for all our stakeholders. We must decide whether the benefits of taking our actions outweigh the risks.
- 1.4. The council's overriding attitude to risk is to operate in a culture of creativity and innovation. Risks are identified in all areas of the business, are understood and proactively managed, rather than avoided. Risk management therefore needs to be taken into the heart of the council and our key partners. We need to have the structures and processes in place to ensure the risks and opportunities of daily council activities are identified, assessed and addressed in a standard way. We do not shy away from risk but instead seek to proactively manage it. This will allow us not only to meet the needs of the community today, but also be prepared to meet future challenges.
- 1.5. Internal Audit provides advice to help the Council on how best to manage its risks and achieve its objectives. This includes reviewing processes and governance arrangements involved in producing the Council's Statutory Accounts and the Annual Governance Statement (AGS). We report on these to management and the Audit and Governance Committee (the Committee).
- 1.6. The Cabinet and the Senior Management Team are fully committed to effective risk management. They see it as part of our responsibility to deliver an effective public service to the communities within Gloucester.

2. Risk Management Strategy

- 2.1 This strategy recognises that the next few years will present unprecedented challenges for the Council in delivering its services and corporate priorities.
- 2.2 Risk management is a central part of the Council's strategic management. It is a cyclical process whereby the council identifies, evaluates, monitors and controls potential opportunities and adverse effects that challenge the assets, reputation and objectives of the organisation. It enables the Council to effectively manage strategic decision-making, service planning and delivery, to safeguard the wellbeing of our customers and stakeholders.
- 2.3 The Council should not be afraid of identifying a risk or feel that identifying a risk is a failure. Identification of a risk provides an opportunity for improvement and success!

3. What are the real benefits of managing risk?

- 3.1 Risk Management will strengthen the ability of the Council to achieve its corporate objectives and enhance the value of services provided by:
- Informing strategic and operational decision-making;
 - Safeguarding persons to whom the Council has a duty of care;
 - Increasing our chances of success and reducing our chances of failure;
 - Enhancing stakeholder value by minimising losses and maximising opportunities;
 - Increasing knowledge and understanding of exposure to risk;
 - Enabling not just backward-looking review, but forward looking thinking;
 - Contributing towards social value and sustainable development;
 - Reducing unexpected and costly surprises;
 - Minimising our vulnerability to fraud and corruption;
 - Freeing up management time from 'fire-fighting';
 - Providing management with early warnings of problems;
 - Ensuring minimal service disruption;
 - Ensuring statutory compliance;
 - Better targeting of resources such as focussing scarce resources on high risk activity;
 - Reducing the financial costs due to service disruption, litigation, insurance premiums and claims, and bad investment decisions;
 - Delivering creative and innovative projects; and
 - Protecting our reputation.

4. Our strategic risk management objectives

- 4.1 Strategic approach to risk management to make better informed decisions which is vital to successful transformational change.
- 4.2 Setting the 'tone from the top' on the level of risk we are prepared to accept on our different service delivery activities and priorities. Understanding our 'risk appetite' and acknowledging that how we 'think about risk' will be different depending on the context of corporate impact and sensitivity.
- 4.3 Risk management enables us to be more consistent in options appraisals and more flexible and agile in delivering change. Risk aversion can result in the bar being set much higher for commissioning a change compared with maintaining the status quo.
- 4.4 Acknowledging that even with good risk management and our best endeavours, things can go wrong. Where this happens, we use the lessons learnt to try to prevent it from happening again.
- 4.5 Developing leadership capacity and skills in having a clear understanding of the risks facing the council and how we manage them.
- 4.6 Risk management should be integral to how we run council business/services. Risk management processes provide effective arrangements that identify and achieve successful local and national priority objectives.
- 4.7 Supporting a culture of well-measured risk taking throughout the council's business, including strategic, programme, partnership, project and operational. This includes setting risk ownership and accountabilities and responding to risk in a balanced way, considering the level of risk, reward, impact and cost of control measures.
- 4.8 Ensure that the council continues to meet all statutory and best practice requirements in relation to risk management and continues to be a key and effective contributor to corporate governance and a satisfactory Annual Governance Statement.
- 4.9 Effective monitoring and Board (Audit and Governance Committee (AGC)) intelligence on the key risks facing the council.
- 4.10 Good practice tools to support the council in the management of risks.

5. What is the council's Risk Appetite?

- 5.1. There are numerous definitions of organisational 'risk appetite', but it is fundamentally about how much of what sort of risk an organisation is willing to take. The HM Treasury definition being: "The amount of risk that an organisation is prepared to accept, tolerate or be exposed to at any point in time." So why do we need to determine our risk appetite?

- 5.2. If managers sufficient guidance on the levels of risk that are acceptable for them to take, then this enables them to seize, and maximise business. At the other end of the scale an organisation constantly erring on the side of caution (or one that has a risk-averse culture) may stifle creativity and not necessarily encouraging innovation, nor seek to exploit opportunities.
- 5.3. A framework has been developed and implemented to enable risk judgements to be more explicit, transparent and consistent. By enhancing our approach to determining risk appetite we are able to raise the council's capability to deliver on challenging targets to raise standards, improve service quality, system reform and provide more value for money.
- 5.4. This framework is considered by all levels of the business, from strategic decision making, to operational delivery.

6. How are our objectives going to be met?

- 6.1. The council's objectives will be achieved by:
 - i. Adopting good practice risk management principles, in line with the Institute of Risk Management Professional Standards 2015 and the International Risk Management Standard (ISO31000 - 2018). The application of the standards and principles within it will be reviewed. The council's Risk Management Policy Statement and Strategy is reviewed on an annual basis by officers to ensure compliance with regulatory and good practice guidance; being reported to Audit and Governance Committee and Cabinet as a minimum every three years and/or when significant change is required and amended accordingly to reflect key changes;
 - ii. Establishing clear roles and responsibilities and reporting lines within the council for risk management;
 - iii. Incorporating risk management into the council's decision making and strategic management processes;
 - iv. Incorporating risk management into service/business planning, option appraisals, programme and project management, collaborative working and procurement processes;
 - v. The provision of risk management training, advice, detailed guidance and support and providing opportunities for shared learning; and
 - vi. The provision of a risk governance framework to ensure the adequacy and effectiveness of the identification, assessment, control, monitoring and review arrangements in place to manage risk. The framework will ensure that risk management is dynamic and responsive to change.

7. Monitoring and Review of Risk Management Activities (minimum requirements)

- i. A quarterly review of the Strategic Risk Register;
- ii. Regular review of service area risk registers;
- iii. Regular review of programme/project/partnership risk registers;
- iv. Annual review of the corporate Risk Management Policy Statement and Strategy by officers to regulatory and good practice guidance, with reporting to Audit and Governance Committee and Cabinet every three years (as a minimum) and/or when significant change is required;
- v. An annual report on risk management activity; and
- vi. An annual review and report on the overall effectiveness of risk management and internal control by Internal Audit, which feeds into the Annual Governance Statement and includes a Risk Maturity Assessment.

8. Accountabilities, roles and responsibilities

8.1. There needs to be clarity in terms of 'who does what' otherwise we will be exposed to risks being unmanaged, causing us damage or loss that we could otherwise influence, control or avoid. The key roles and responsibilities are outlined below:

8.2. Cabinet/Portfolio Holders

- i. Endorse the Risk Management Policy Statement and Strategy;
- ii. Endorse the content of the Strategic Risk Register and proposed risk mitigation plans, and monitor implementation;
- iii. Be aware of the risk management implications of decisions;
- iv. Monitor key performance results including the production of an annual report on strategic risk management activity; and
- v. To nominate a Lead Member Risk Management Champion to be responsible for the championing, scrutiny and oversight of the risk management activities.

8.3. Scrutiny

- i. Ensure that risks and opportunities within their portfolio are identified and effectively managed through discussions with Corporate Directors and Service Heads;
- ii. Facilitate a risk management culture across the council;

- iii. Contribute to the Cabinet review of risk and being proactive in raising risk from the wider Gloucester area and community; and
- iv. Monitor and challenge key decision making, particularly with regard to the key risk controls and actions.

8.4. **Audit and Governance Committee (the Board)**

- i. To consider the council's framework of assurance i.e. the Three Lines of Defence model;
- ii. To monitor the effective development and operation of risk management in the Council and to monitor progress in addressing risk-related issues reported to the Committee;
- iii. To review the assessment of fraud risks and potential harm to the Council from fraud and corruption;
- iv. To ensure compliance with the current Gloucester City Council Audit and Governance Committee Terms of Reference;
- v. Provide independent assurance to the council of the adequacy and effectiveness of the risk management arrangements and associated control environment; and
- vi. Receive an annual report on risk management activity.

8.5. **Senior Management Team (SMT)**

- i. Provide corporate leadership of risk management throughout the council;
- ii. Agree an effective council-wide framework for the management of risks and opportunities;
- iii. Advise Members on effective risk management and ensure Members receive relevant risk information;
- iv. Ensure that the council complies with the corporate governance requirements relating to risk management;
- v. Own the council's Strategic Risk Register and ensure that risks are reviewed quarterly as part of the wider council's performance arrangements;
- vi. Ensure that reports to support strategic and/or policy decisions include a risk assessment;
- vii. Monitor the implementation of key mitigation plans and controls assurance programmes;
- viii. Ensure processes are in place to report any perceived new/emerging (key) risks or failures of existing control measures; and

- ix. To be collectively responsible for the championing, scrutiny and oversight of risk management activities.

8.6. **Corporate Directors**

- i. Ensure that risk management within their areas of responsibility is implemented in line with the council's Risk Management Strategy;
- ii. Assist in the preparation of the council's Annual Governance Statement by providing an assurance statement for the internal control framework operating within their service(s);
- iii. Ensure that risks associated with the delivery of outcomes are identified and effectively managed by owning risk registers;
- iv. Ensure regular review of the risk registers as part of wider council performance;
- v. Challenge relevant Heads of Service on relevant risks relating to their areas of responsibility;
- vi. Proactively raise risk issues at management team meetings and with Scrutiny members; and
- vii. Encourage members of the service areas to act as champions for risk, to work alongside the Corporate Risk Management Team, being the key interface in supporting the application of risk management principles within their service.

8.7. **Heads of Service**

- i. Ensure that risk management, within their areas of responsibility, is implemented in line with the council's Risk Management Strategy;
- ii. Own their risk register and identify cross-cutting risks as well as risks arising from their areas of responsibility; prioritising and initiating mitigating actions;
- iii. Ensure quarterly review of the service risk register as part of wider council performance;
- iv. Report to Corporate Directors on any perceived new and emerging risks or, failures of existing control measures;
- v. Promote and share good practice across service areas;
- vi. Liaise with their Service Managers with regards to championing risk; and
- vii. Challenge risk owners and actions to ensure that controls are operating as intended.

8.8. **Managers**

- i. Ensure that risk management within their areas of responsibility is implemented in line with the council's Risk Management Strategy;

- ii. Communicate the risk management arrangements to staff;
- iii. Liaise with their Heads of Service with regards to championing risk;
- iv. Identify training needs and report these to their Heads of Service with regards to championing risk;
- v. Take accountability for actions and, report to their Head of Service; and
- vi. Report any perceived new and/or emerging risks or, failure of control measures to their Head of Service.

8.9. **Staff And Other Stakeholders**

- i. Maintain risk awareness, assessing and managing risks effectively in their job and, report risks to their manager.

8.10. **Corporate Risk Management Team - Audit, Risk, Assurance (ARA)**

- i. Corporate Risk Management Team risk management work is based on the three lines of defence risk assurance model, with key roles, responsibilities and deliverables confirmed within the Gloucester City Council Risk Management Action Plan.
- ii. Strategic and Operational Risk Lead on the development and manage the implementation of an integrated risk management framework, strategy and process on behalf of the council;
- iii. Undertake an annual review of the council's Risk Management Strategy and update accordingly, presenting any revisions to the Audit and Governance Committee, senior management and Cabinet for approval;
- iv. Spread the ethos and promote the effectiveness of good risk management throughout the council;
- v. Support the identification of cross-cutting risks and risk management issues;
- vi. Support the development of the council's service, programme, project and partnership risk registers;
- vii. Provide the council with guidance, toolkits, advice and support on the application of risk management principles and, support the Risk Champions in delivering their role;
- viii. Lead, co-ordinate and develop risk management activity across the council with the support of the Heads of Service with regards to championing risk;
- ix. Ensure that all relevant staff and Members are adequately trained in risk management and risk assessment techniques;

- x. Moderate and challenge the application of risk management principles accordingly;
- xi. Liaise with external consultants and risk management organisations and review national standards to identify, share and maintain best practice within the council; and
- xii. Liaise with both internal and external audit with regard to risk management.

8.11. **Corporate Risk Management (virtual) Group**

- i. Act as the main risk management contact and advisor for their service areas thus ensuring that information and requirements are communicated corporately. This will allow key service risk information is to be escalated and to enable appropriate action to be taken by the Corporate Risk Management Team in a 'top down – bottom up' approach;
- ii. Support the implementation of the Council's Risk Management Policy and Strategy;
- iii. To provide ongoing support for risk inclusion on the Strategic Risk Register;
- iv. Support the development and regular review of the service, programme, project and partnership risk registers, and provide advice as necessary;
- v. Identify and provide advice to SMT on cross cutting risks and risk management issues;
- vi. Provide support on risk management to Corporate Directors, Service Heads and other managers within their service area;
- vii. Promote the benefits of risk management across their service areas;
- viii. Identify their service areas training needs and notify the Corporate Risk Management Team; and
- ix. Promote and share best practice and lessons learned across the service areas.

8.12. **Internal Audit**

- i. Provide an annual independent, objective assessment and opinion of the effectiveness of the risk management and control processes operating within the Council which feeds into the Annual Governance Statement;
- ii. Provide advice and guidance on risk and control; and
- iii. Ensure that the Internal Audit activity is focused on the key risks facing the Council.