

Area of Assurance	Purpose	Hub Commentary	Risk Rating
Governance	Assurance that all employment practices are in alignment with employment legislation, the ALEO's people policies and employment best practice.	ASV advised that, since the last reporting cycle, they have reviewed HR policies to ensure ongoing alignment with current employment legislation and best practices. No major legislative changes required significant updates during this period; however, ASV continue to monitor developments, including updates to the Employment Rights Bill, statutory sick pay, parental leave entitlements, and flexible working arrangements to ensure full compliance. ASV have also engaged with our external HR advisor to support policy reviews and ensure our employment practices remain fair, transparent, and legally compliant. Training on recent employment law developments has been provided to line managers, particularly in areas relating to performance management and disciplinary procedures	Low
	Assurance that the Public Sector Equality Duty is being met and that decision making does provide evidence of due regard to people with protected characteristics.	ASV remain committed to meeting the Public Sector Equality Duty and promoting an inclusive working environment. Since the last reporting cycle ASV has taken the following actions: Continued to monitor staff demographics to ensure our processes support Equality, Diversity and Inclusion (EDI), refreshed mandatory EDI training for all staff, and published a gender pay gap report. The senior team has reviewed the EDI Policy. The Hub considers this all to be good practice and demonstrates that ASV is routinely self-evaluating in this area of compliance.	Low
	Assurance of on-going review of all governance documentation and policies. The assurance will be provided through a short written summary of planned and completed activities in this area and should include reference to information governance, health and safety governance, public liability and employer's liability insurance and cyber governance.	<p>The Hub noted that certificates of insurance (employers liability and public liability) were in place.</p> <p>In respect of procurement fraud and preparedness for the incoming Economic Crime and Corporate Transparency Act 2023, further assurance will be sought in the next cycle. The Hub noted that ASV has a Fraud Policy in place dated May 2022 and recommends that this is reviewed in the context of the requirements of the legislation. Alongside our other ALEOs, ASV will be offered a briefing from the counter-fraud team on the Act.</p>	Medium

Risk Management	<p>Assurance that risks are being regularly reviewed in accordance with the organisation's agreed risk management policy. The assurance will be provided through a short written summary of ALEOs current risk environment, including risks that been added, escalated or de-escalated rather than through provision of the risk register. This will also include an overview of activity and controls in place across the three lines of defence.</p>	<p>ASV provided a copy of the Risk Report and which was provided to the ASV Board on 28/05/25 in addition to the Risk Register which was updated in March.</p> <p>The ASV risk environment is reflected within the top business risks reflected within the report: Reduction in shareholder funding, lack of capital investment by shareholders, increased expenditure demands and deterioration in assets.</p> <p>Within the next round of meetings, assurance on the review of existing risk management approach that was to be conducted during Q1 24/25 will be</p>	Low
	<p>Assurance that ALEOs have risk-based internal and external audit plans in place and a process to address and close out audit recommendations to completion.</p> <p>Assurance that there have been no internal control failures or that any failures have been addressed and/or notified if they are of significance to the Council.</p>	<p>The Hub noted that ASV have a comprehensive internal audit plan in place for 2025/26 linked to strategic objectives. ASV also confirmed that there have been no internal control failures.</p>	Low
	<p>Assurance that emergency plans/major incident plans and processes and appropriate business continuity arrangements are in place.</p> <p>Assurance that testing and exercising arrangements or schedules are in place which recognise the evolving risk environment for the Place; in particular that provision is made within plans and exercising to ensure resilience around critical service delivery; that each organisation has an awareness of the Council's responsibilities as a Cat 1 responder under the Civil Contingencies Act and has agreed mechanisms in place to support these; and that each organisation is fully conversant with the implications for their operations of the CONTEST Strategy (UK Govt strategy for counter-terrorism), in particular in respect of the Prevent and Protect duties.</p>	<p>ASV maintains robust emergency and business continuity plans to ensure the safety of staff, customers, and the continuity of operations during critical incidents. These plans are reviewed annually and following any incidents, to reflect lessons learned and evolving threats. Training & Awareness: Frontline and management staff have undertaken ACT (Action Counters Terrorism) Awareness e-learning. Additional training on identifying suspicious behaviour and evacuation procedures is scheduled for all staff later this year, including the PROTECT and marauding attacker incident training. ASV recognises its responsibilities under the CONTEST Strategy. Safeguarding policies are aligned with Prevent Duty guidance, and building security measures are regularly reviewed to mitigate risks associated with terrorism. The Hub concluded that this provided sufficient assurance and that as ASV continues to train staff and update plans, through engagement with the Council's Emergency Planning and Resilience Lead, the risk rating can be lowered further.</p> <p>The Hub recommends that ASV request that a Counter Terrorism Security</p>	Low
Finance	<p>Assurance that accounts are being managed within budget, that the level of financial risk to the Council is low and that there is compliance with the Following the Public Pound Code of Practice.</p>	<p>The Hub noted that the ASV Board continue to be provided with detailed budget monitoring and forecasts, as well as updates on specific actions in relation to cost mitigation and Income Generation. Board minutes confirm members take the opportunity to raise questions and make suggestions in relation to Finance related matters.</p>	Low

	Assurance that ALEOs undertake medium-term financial planning or have incorporated medium term planning into a Business Plan to provide assurance that ALEOs are prepared for core funding pressures. Again this ensures compliance with the Following the Public Pound Code of Practice.	The Hub reviewed financial forecast 2025-2028 which made reference to changes in funding and scrutinised cost drivers. ASV continue to operate within a challenging financial environment but provide regular monitoring reports to the Board alongside specific reports on various financial aspects, updates on progress with cost mitigation as well as benchmarking in relation to prices, attendance and income generation.	Medium
	Assurance that accounts are being managed within budget, are in line with statutory requirements and Following the Public Pound Code of Practice, and that the level of financial risk to the Council is low.	The Hub confirmed that the 2023-24 annual accounts were submitted to Companies House and OSCR by the required deadline and in accordance with the appropriate regulations. The auditors' report identified no matters of concern and concluded that the organisations use of the Going Concern basis of accounting was appropriate. ASV's financial year is to 31 July and the 2024/25 accounts will be reviewed by the Hub when the audit of these is complete. The Hub will review the draft accounts for 2024-25 once they become available.	Very Low