

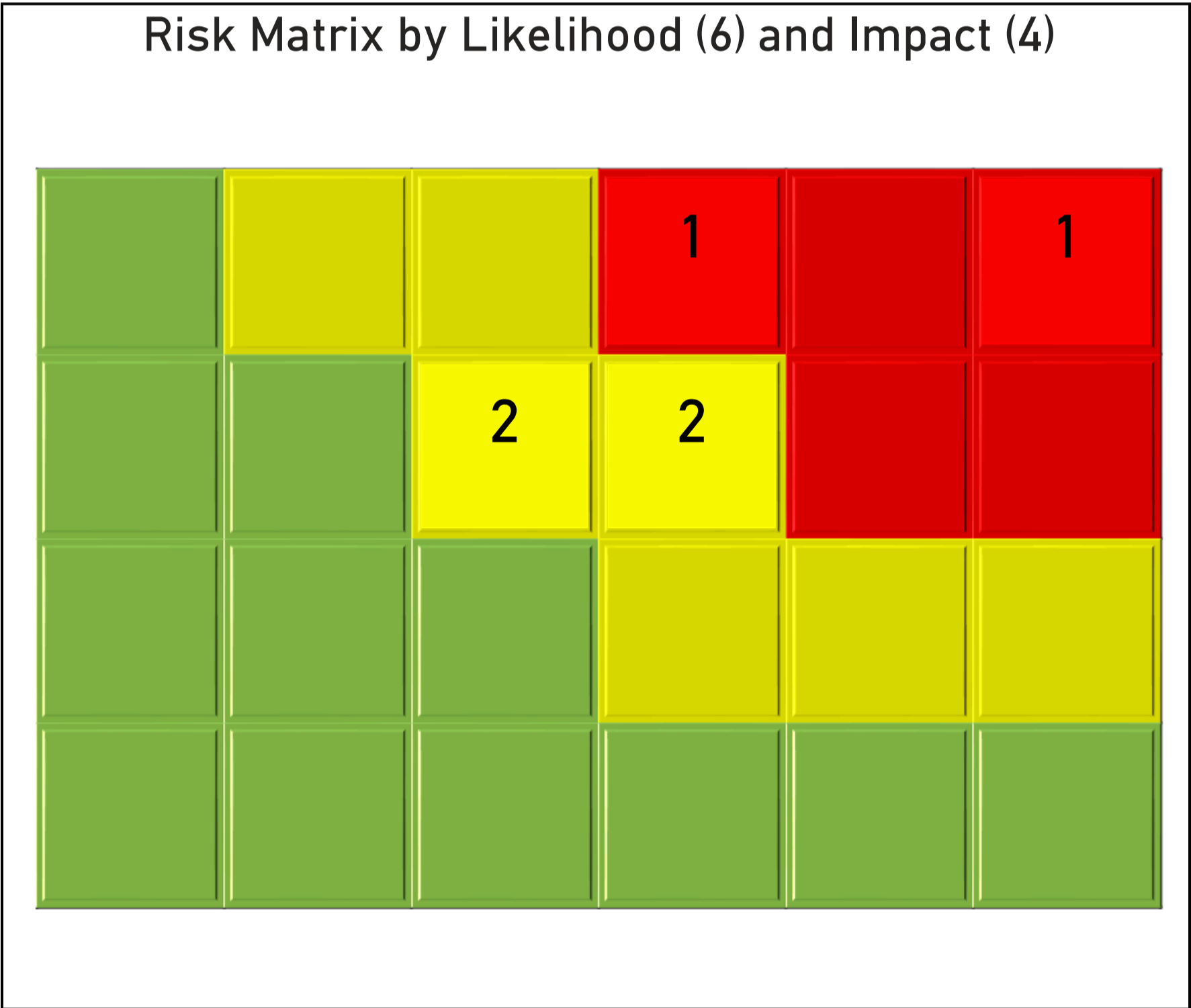


Children's Social Work & Family Support Risk Register

CURRENT CLUSTER RISKS	CURRENT RISK SCORE
Budget Constraints/Pressures	24
Child Migration including unaccompanied asylum seeking children and young people (UASC) and all families requiring resettlement or with no recourse to public funds (NRPF)	9
External factors – increase in service demand.	12
Scottish Child Abuse Inquiry (SCAI)	9
Service Standards/ Performance	16
Workforce – Children’s Services	12

Number of Cluster Risks

6



FUNCTION	CLUSTER	RISK OWNER	RISK LEAD
Families and Communities	Children's Social Work & Family Support	Graeme Simpson	Ali McAlpine

RISK TITLE	RISK DESCRIPTION	CONTROL ACTIONS	TARGET RISK SCORE	CURRENT RISK SCORE	CURRENT LIKELIHOOD	CURRENT IMPACT	TARGET COMPLETION DATE
Budget Constraints/Pressures	Risk that budget reductions and budget allocation within the Cluster for service delivery, staff training and development and CPD impacts capacity of services and income.	<div>Existing control action from Budget/Cost of Care Risk:</div> <div>1) Prioritisation of critical cases – all Service Managers. CSSF to oversee all specialist residential ooc placements for children. Any over £7k per week to be endorsed by CSWO.</div> <div>2) Review of data projections for resources – Service Manager oversight</div> <div>3) Develop and design Family Support Model to incorporate learning from Northfield/Lochside pilots in order to identify and maximise early intervention opportunities.</div> <div>4) Co-ordinate intervention with multi-agency partners to avoid duplication of support – oversight by Children’s Services Board (CSB) and Child Protection Committee (CPC)</div> <div>5) Children’s Service Managers will monitor/track budget risk areas to establish corrective actions.</div> <div>6) Identify and create critical/statutory related training requirement plan with L&D coordinator and P&OD</div>	9	24	6	4	30 March 2026

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Families and Communities	Children's Social Work & Family Support	Graeme Simpson	Ali McAlpine

RISK TITLE	RISK DESCRIPTION	CONTROL ACTIONS	TARGET RISK SCORE	CURRENT RISK SCORE	CURRENT LIKELIHOOD	CURRENT IMPACT	TARGET COMPLETION DATE
Child Migration including unaccompanied asylum seeking children and young people (UASC) and all families requiring resettlement or with no recourse to public funds (NRPF)	<div>Risk is that there is insufficient resource to meet demand and that this position compromises the care, protection and wellbeing of already vulnerable children and their families including –</div> <div><ul style="list-style-type: none">• UASC• Child Migration• Refugees• Child criminal and sexual exploitation• Children and families of foreign students</div>	<div>1) Alignment between children’s social work/education and adult services to ensure GIRFEC approach. This will allow for specialist social work services to respond when required.</div> <div>2) Additional fixed term resource implemented to manage needs of older UASYP within Youth Team</div>	6	9	3	3	31 December 2026

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Families and Communities	Children's Social Work & Family Support	Graeme Simpson	Graeme Simpson

RISK TITLE	RISK DESCRIPTION	CONTROL ACTIONS	TARGET RISK SCORE	CURRENT RISK SCORE	CURRENT LIKELIHOOD	CURRENT IMPACT	TARGET COMPLETION DATE
External factors – increase in service demand.	Risk that increasing complexity of need, asylum presentations, growth in children with enduring and complex disabilities as well as the cost of living crisis and increased mental health challenges of our population, is seeing a continuing high demand for social work intervention at a time when there is a contraction of public services increases pressure to meet demand. This at the same time we are experiencing an expanding and fast changing legislative and policy programme.	1) Unintended consequences resulting from budget savings across partner and public sector organisations are shared across partnerships via CSP and CPC. 2) Interagency integration and collaboration to identify opportunities to reduce likelihood of family entering crisis. 3) Close alignment with Adult Services to share expertise and workload appropriately. 4) Keeping pace with future needs resulting from legislative changes 5. A local NCS Board has been established to consider and influence the development of a NCS and ensure early planning to respond to proposed change. 6. Continuing focus on developing a Family Support Model that mitigates the need for social work intervention.	9	12	4	3	31 December 2026

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Families and Communities	Children's Social Work & Family Support	Graeme Simpson	Ali McAlpine

RISK TITLE	RISK DESCRIPTION	CONTROL ACTIONS	TARGET RISK SCORE	CURRENT RISK SCORE	CURRENT LIKELIHOOD	CURRENT IMPACT	TARGET COMPLETION DATE
Scottish Child Abuse Inquiry (SCAI)	Resource and Capacity of Aberdeen City Council to research and respond to statutory notices and requests for information within statutory and practice set timescales, including not exhaustively s21 notices, criminal and civil proceedings, Scotland’s Redress Scheme and Right of Access.	<div>1. Resource – flexible use of wider ACC resourcing. SCAI and Customer Feedback Team retain close connection due to interdependencies between SCAI portfolio and those with care experience seeking records.</div> <div>2. Governance – SCAI Programme Board (6 weekly) to maintain oversight, scrutiny and mobilisation of resource allocation requirements, monitoring performance and identification of potential risks and strengths in accordance with ToR.</div> <div>3. Performance reporting shared with Chief Officers from CSW and CFT.</div> <div>4. Monitor of financial implications associated with the portfolio.</div> <div>5. Record keeping – Embed practice-based system improvements to mitigate risk of record misplacement or loss.</div>	6	9	3	3	31 December 2026

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RISK TITLE	RISK DESCRIPTION	CONTROL ACTIONS	TARGET RISK SCORE	CURRENT RISK SCORE	CURRENT LIKELIHOOD	CURRENT IMPACT	TARGET COMPLETION DATE
Service Standards/ Performance	Risk that service standards and performance are not achieved, and risk of budget overspend on external services and resource.	1) Review and update service standards to reflect resource available. 2) Prioritise statutory work on priority basis. 3) Enhancing family support model. 4) Continue to review existing processes for efficiency, duplication and wastage. 5) Explore and develop new digital solutions to data gathering and recording within new electronic recording system D365.	9	16	4	4	31 December 2026

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RISK TITLE	RISK DESCRIPTION	CONTROL ACTIONS	TARGET RISK SCORE	CURRENT RISK SCORE	CURRENT LIKELIHOOD	CURRENT IMPACT	TARGET COMPLETION DATE
Workforce – Children’s Services	"Risk that staff recruitment/retention challenges within social work/social care reduces staff capacity and resilience whilst service demand continues to increase. Staff training requirements in complexity and under budget pressure. New demands placed on managers and organisations to deliver duties to NQSW and early career social work practitioners add a further challenge to deliver within current resources and capacities."	1) Newly qualified social work training programme in place. 2) Realign service priorities and workload on a risk-based basis. 3) Grow your own approach implemented and ongoing. 4) Close links to Robert Gordon University and participation in recruitment fairs. 5) Enhancing, creating and monitoring of “leavers” data to inform learning and support. 6) Refreshed WFDP supports a prioritisation of activities to ensure the needs of the workforce are aligned to our strategic priorities. 7) Ensure CSW salary scales are not a barrier to effective recruitment and retention. Work underway to re-evaluate, commencing with job profile of G13 Qualified Social workers. 8) Enhancement of wellbeing supports at corporate and targeted level in recognition of complexity of trauma-laden work across CSW.	9	12	4	3	31 December 2026