

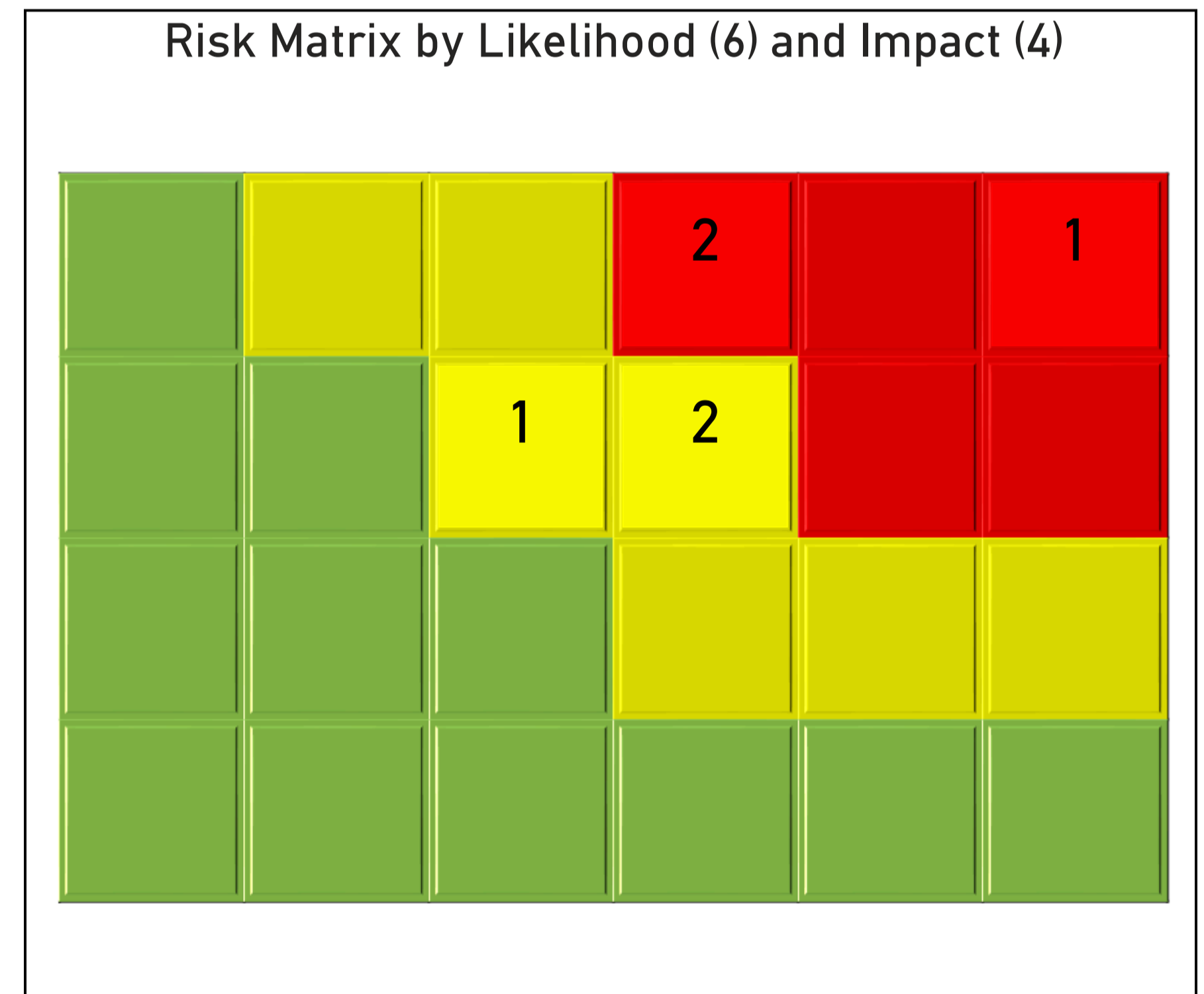


Children's Social Work & Family Support Risk Register

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 and impact of National Care Service (NCS)	12
Scottish Child Abuse Inquiry (SCAI)	16
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.	<p>Existing control action from Budget/Cost of Care Risk:</p> <ol style="list-style-type: none"> 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 Graeme Simpson. 2) Review of forecasting data for resource deployment – Service Manager oversight 3) Develop and design Family Support Model to incorporate learning from Northfield/Lochside pilots in order to identify and maximise early intervention opportunities. 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) 5) Children’s Service Managers will monitor/track budget risk areas to establish corrective actions. 6) Identify and create critical/statutory related training requirement plan with L&D coordinator and P&OD 	9	24	6	4	31 March 2024

FUNCTION	CLUSTER	RISK OWNER	RISK LEAD
Families and Communities	Children's Social Work & Family Support	Graeme Simpson	Caroline Johnston & 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)	<p>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 –</p> <ul style="list-style-type: none"> • UASC • Child Migration • Refugees • Child criminal and sexual exploitation • Children and families of foreign students 	<p>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.</p> <p>2) Oversight within Strategic Partnership Group.</p> <p>3.) Additional fixed term resource implemented to manage needs of older UASYP within Youth Team</p>	8	9	3	3	01 September 2024

FUNCTION	CLUSTER	RISK OWNER	RISK LEAD
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 and impact of National Care Service (NCS)	Risk that legislative programmes/initiatives and contraction of public services and agencies increase pressure on service demand and budgets including numbers of children with disabilities, increased asylum and resettled children and families, the impact of covid / cost of living.	<ul style="list-style-type: none"> 1) Unintended consequences resulting from budget savings across partner and public sector organisations. 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 	9	12	4	3	31 December 2024

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
Scottish Child Abuse Inquiry (SCAI)	<p>Resource and Capacity of Aberdeen City Council to research and respond to statutory notices and requests for information within statutory timescales, the portfolio includes s21 notices, criminal and civil proceedings, Scotland's Redress Scheme and Right of Access.</p> <p>Resource requirements and potential reputational risk associated SCAI and the associated portfolio.</p>	<p>1. Resource – Ownership of all Care Experienced Right of Access – Subject access Requests (RoA- SAR's) have transferred to Customer with 2 posts funded from SCAI budget to provide on-going support with a specific focus on requests from people with care experience. SCAI and Customer sides to remain connected on cases due to the interdependencies between the SCAI portfolio and people with care experience seeking their records. Utilisation of support assistant resource from existing CSW structure.</p> <p>2. Governance - SCAI multi-cluster Programme Board to maintain oversight and scrutiny and mobilisation of resource allocation requirements, monitoring of performance and identification of potential risks and issues in accordance with ToR. Target Date – In place and on-going 6 weekly basis.</p> <p>3. Finance - Monitor financial impacts of on-going Civil litigation and fair and meaningful contribution to Scotland's Redress Scheme. Target Date – In place and on-going within Programme Board.</p> <p>4. Performance Monitoring/Reporting - SCAI performance and response rates to be reported to programme board 6 weekly. Target date 31.12.24 All performance reporting rates to SCAI Programme Board and overseen by COs for CFT and CSW.</p> <p>5. Records (physical copy original) – Existing process for movement of records to be considered, any gaps, areas for improvement to mitigate risk of records loss during collection, return and use. Target date 29/02/24</p> <p>6 - Loss of Data/Single Point of Failure - investigate Sharepoint and Power App options to replace existing Excel log sheets - LS compiled detail for completion by Managers/UC/Bus Support staff. Target date 01/10/24</p> <p>7- ACC/Shire Archive Service Archive service is currently being relocated the priority for archivists is to focus on the move. Therefore the response time and lead time to receive materials from the service is extended. Some of the archive materials could potentially made electronic reducing the need for archivists to research these. In principle this is a good opportunity however, this would shift resource capacity issue to SCAI further impacting on existing resource available. Investigate the time, resource and electronic capacity to improve the existing process. Action by 01/10/24</p>	6	16	4	4	31 December 2024

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
Service Standards/ Performance	Risk that service standards and performance are not achieved, and risk of budget overspend on external services and resource.	<ul style="list-style-type: none"> 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 2024

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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
Workforce – Children’s Services	<p>Risk that staff recruitment/retention challenges within Social Work and Social Care reduce staff capacity and resilience whilst service demand continues to increase. Staff training requirements increase in complexity and budgets are under pressure.</p> <p>New demands placed on managers and organisation to deliver commitment to NQSW and early years practitioners will be challenging to deliver within current resources.</p>	<ol style="list-style-type: none"> 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) Workforce development plan incorporating career development plan (training, supports, career progression) 7) Enhancement of wellbeing supports at corporate and targeted level in recognition of complexity of trauma-laden work across CSW. 	9	12	4	3	01 September 2024