


Risk Matrix

| | | | | | |
|-------------|----------------|---------|------------|------------|------------|
| Probability | Almost Certain | Low (4) | Medium (8) | High (12) | High (16) |
| | Likely | Low (3) | Medium (6) | Medium (9) | High (12) |
| | Possible | Low (2) | Low (4) | Medium (6) | Medium (8) |
| | Unlikely | Low (1) | Low (2) | Low (3) | Low (4) |
| | | Low | Medium | High | Extreme |
| Impact | | | | | |

School Improvement - Pembrokeshire 

Inherent Risk


| Risk Reference | Nature / Description of Risk | Risk Owner | Probability | Impact | Risk Score | Actions to Mitigate Risk | Transfer detail (if necessary and date) | Additional Detail | LA / Hub | Escalation from LA detail (if necessary and date) | Following Mitigation | | | Date appear on ERW Register | Date taken off ERW Register | |
|----------------|--|---|-------------|--------|------------|--------------------------------|---|---|---------------|---|----------------------|--------|------------|-----------------------------|-----------------------------|--|
| | | | | | | | | | | | Probability | Impact | Risk Score | | | |
| 1 | Estyn visits result in high proportion of schools being placed in follow up / special measures | Chief Education Officers and Heads of Hub | Possible | High | 6 | Treat and Transfer | | Analyses on range of data and ongoing monitoring by ChAds provides early indications. Consistent programme of school improvement through brokered 'menu of support.' Leadership Strategy and KS4 Improvement Plan in place. Enhanced capacity of school-to-school support. DCEO leading SCC reviews supported by PCA and Hub Lead. Work programme of ERW Head of Stds | | | | | | | | |
| 2 | School categorisation results in increasing numbers of amber / red schools | Managing Director | Possible | Medium | 4 | Treat | | Analyses of a range of data, effective support from ChAds and consistent programme of school improvement through brokered 'menu of support.' Consistent CV1 training for ChAds. Improved targeting of potential risks. | | | | | | | | |
| 3 | Working relationships with Trade Unions are challenging. Despite clear communication and mandate | Lead HR Officer | Possible | high | 6 | Treat where possible, tolerate | | Maintain regular communication arrangements with TUs / Staff. Support school leaders with implementation of focsud monitoring and evaluation activities. | Pembrokeshire | | | | | | | |
| 4 | Inconsistency in support to Schools through variability in work of individual Challenge Advisers | Head of Quality and Standards & Head of Hub | Possible | High | 6 | Treat and Transfer | All LA Chief Education Officers | Defined support arrangements set out with consistent entitlement to schools via 'menu of support.' Revised Ladder of Support shared with all parties. Comprehensive Training/Awareness Programme. Hub QA monitoring school progress at an individual level. | | | | | | | | |
| 5 | Categorisation judgements undermined by Advisers not following process | | Possible | High | 6 | Treat and Transfer (All LA's) | | Comprehensive training and support in place. Categorisation QA and Moderation procedures at local and regional levels. Rhwyd programme supporting greater consistency. | | | | | | | | |
| 6 | Local School Improvement risks not fully mitigated at LA level | Heads of Hub | Likely | High | 6 | Transfer | | Regular progress assessments undertaken at Hub QA Meetings. Support for any specific issues agreed and brokered. | Pembrokeshire | | | | | | | |
| 7 | Insufficient monitoring of and support to schools causing concern | Head of Hub and Chief Education Officers | Possible | High | 6 | Treat and Transfer | | PCC strategic documentation includes KS4 Improvement Plan, SCC Protocol and specific Improvement Strategies (Leadership, T&L, efsm etc). Standing item on Hub QA. SCC Plans led by DCEO with support from Head of Huub and PCA. Hub QA monitoring process and | | | | | | | | |

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| | | Low | Medium | High | Extreme |
| Impact | | | | | |

ERW Risk Register 

October 2015 (Final)

School Improvement - Pembrokeshire 

Inherent Risk

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| | | | | | | | | | | | Probability | Impact | Risk Score | | |
| 8 | LA staff (including Challenge Advisers) unnecessarily undertaking activity outside the regional strategy | Directors | Possible | High | 6 | Treat | DCEO, Head of Hub & PCA meetings review workload and impact to ensure early identification. | | | | Possible | high | 6 | July 2015 | |
| 9 | Failure to raise standards, specifically for Efsm pupils | Directors | Likely | Medium | 6 | Treat | PCC efsm Strategy in place and shared with all partners. Ongoing targeted interventions and sharing of most effective practice. Commissioned research. Additional PCC Reviews of use / impact of PDG funding. ERW CV1s clarifying actions for 'many of support' | | | | Possible | Medium | 4 | July 2015 | |
| 9 | Hub Leads do not maintain register and risks are not mitigated efficiently enough. LAs do not escalate to local registers as necessary to manage the wider LA issues | Directors , Heads of Hub | Likely | High | 9 | Escalate | Hub leads to take responsibility | | | | Unlikely | Medium | 4 | Mar-16 | |