

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					

ERW Risk Register



October 2015 (Final)

School Improvement - Powys



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	School categorisation results in increasing numbers of amber / red schools	Managing Director, Chief Education Officer / Director and Head of Hub	Possible	medium	4	Treat	Analysis of data and effective support from Challenge Advisers; programme of school improvement. Bespoke to need. October 2016 - early indications of categorisation do not suggest an increase.	Not necessary	No early indications of increase in red/amber schools for 16-17		Brecon High School higher category to yellow. Increase in Green support category with Welshpool and Llanidloes added to this group. Now 3 in Powys. Llanfyllin and Llandrindod decreased from amber to red.	Unlikely	Medium	2	May 16	
2	Estyn visits result in high proportion of schools being placed in follow up / special measures	Chief Education Officers and Heads of Hub	Likely	High	9	Treat and Transfer	Secondary strategy in place and shared with heds. To reach agreement. Bespoke support being provided with additional resource from EIG Oct 16 - Brecon re-visit November. Llanfyllin SI.	training and professional development opportunities provided and clear guidance and systems	Clear plan in place to support each school in follow up and each school causing concern. Escalation arrangements scheduled to inform Chief exec and elected members		Plans in place. Llanfyllin a greater risk due to Headteacher absence. Regular updates to scrutiny regarding schools causing concern. Clear support plan in place for Caereinion with school to school support from GWE. Bro Hyddgen support programme monitored and effective progress made.	Possible	Medium	4	March 2015	
3	Working relationships with Trade Unions are challenging. Despite clear communication and mandate	Lead HR Officer	Likely	High	9	Treat where possible, tolerate	Common consistent training for Advisers.					Likely	Medium	6	March 2015	May 2016
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	Clear agreed arrangements set out with consistent entitlement to schools. Revised ladder of support. Comprehensive Training Programme. Training and development coaching.	Chief Education Officer	Successful and effective performance management and coaching and support given. This has reduced the numbers and additional support to others.	Powys		Unlikely	Medium	2	March 2015	
5	Insufficient monitoring of and support to schools causing concern (secondary specific)	Head of Hub and Chief Education Officers	Likely	High	9	Treat and Transfer	Standing item on Hub QA October 2016 - increased capacity of secondary ChAd since September.		Improvement Boards in place for schools causing concern. Robust scrutiny function	Powys	revisited now with independent ch	Possible	Medium	4	May 2015	
6	LA staff (including Challenge Advisers) unnecessarily undertaking activity outside the regional strategy	Directors	Possible	Medium	4	Treat	Analysis of data and effective support from Challenge Advisers; programme of school improvement ; building capacity of schools to support others. October 16 - as above Work programme of Quality Manager and review of schools causing concern. High risk needs to reiterated to each individual		Good communication lines between Chief Education Officer, Senior Challenge Advisor and Head of Hub			Unlikely	Medium	2	July 2015	
7	Difficulty in recruiting school leaders results in lower leadership standards	Chief Education Officer and HofH	Likely	High	9	Escalate	Embed existing ERW middle and senior leadership training; Develop stronger recruitment practices; Formally identify and develop prospective school leaders	Not necessary	A need to continue with the school reorganisation programme to ensure sufficient quality and quantity of leaders			Almost Certain	High	12	October 2015	

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8	Failure to further improve key performance indicators at secondary, in particular L2+	Chief Education Officer and HofH	Likely	Medium	6	Treat	Clear and agreed work programme with schools, in particular those under regression line. Oct 16 - positive 2016 L2+ outcomes in many Powys schools - 4 to be targeted - Maesydderwen, LLanfyllyn, Builth, Caereinion Specific support for leadership		Secondary strategy in place		Powys has maintained good increase across	Possible	Medium	4	October 2015	
9	Failure to raise standards, specifically for Efsm pupils	Directors	Likely	Medium	6		Targeted interventions and sharing most effective practice. Commissioned research.				Powys has maintained good increase across	Possible	Medium	4	July 2015	
10	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	May 2016