

Q4 2025/26 SUMMARY OF RISK PERFORMANCE

Risk Overview

Key: Likelihood: **A** Very likely **B** Likely **C** Unlikely **D** Rare Impact: **I** Catastrophic **II** Major **III** Moderate **IV** Minor.

Live or Managed risk	Risk Ref	Risk	Inherent Risk Score	Q3 25/26 Previous Risk Score	Q4 25/26 Current Risk Score	Movement	Likelihood	Impact	Owner	Portfolio	Link to Council Plan
Live	SR03B	Insufficient budget funding	AI	All	BII	Decrease	Likely	Major	Chief Finance Officer	Leader	Principles
Managed	SR32	Data and information	BII	CII	CII	Static	Unlikely	Major	Director of People and Deputy Chief Executive, Assistant Director Legal & Governance, Chief Information Officer	Business Management	Values
Managed	SR37	Cyber Security	AI	CI	CI	Static	Unlikely	Catastrophic	Chief Information Officer	Business Management	Principles
Live	SR47	Climate Change	AII	CIII	CIII	Static	Unlikely	Moderate	Assistant Director Culture and Community	Climate Change and Strategic Regeneration	Priority 3
Live	SR54	Recruitment and Retention	BII	CIII	BII	Increase	Likely	Major	Chief Organisational Culture Officer	Business Management	Values
Live	SR58	Gun Wharf building closure	AI	AI	CI	Decrease	Very likely	Catastrophic	Assistant Director Regeneration	Housing and Property	Principles
Live	SR59	Local Government Reorganisation (LGR) and Devolution	BII	CII	CII	Static	Unlikely	Major	Head of Policy and Partnerships	Leader	

Q4 2025/26 RISKS

Risk Ref	Risk	Inherent risk (before controls)	Impact	Current Controls	Current risk (after controls)	Proposed / Further Controls / Treatment Action	Target risk (after further action)
SR03B	Insufficient budget funding	AI	While demand and cost pressures on the council's statutory services have soared in recent years, the Institute of Fiscal Studies (IFS) has reported that across local government, core funding per resident fell 26% in the 2010s, and that increases in funding since the Covid19 pandemic have to date undone just one third of the cuts.	The 2026/27 three-year provisional settlement has made it possible to plan for the medium term with a greater degree of confidence, and we have set a balanced budget for 2026/27, albeit with recourse to £10.1million of additional exceptional financial support, in line with our original predictions in early 2024.	BII	Until the 2026/27 provisional settlement is published, it will not be possible to plan with any confidence for the next three years. The Finance team continues to improve the monitoring of council tax and business rates to enhance the accuracy of budget projections and has developed an approach to monitor the council's balance sheet and financial resilience more broadly. Officers continue to work with MHCLG, CIPFA and the external auditors around the	All

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			<p>Meanwhile, councils' ability to increase income locally to compensate has been largely capped at 5% by the continuation of the council tax referendum limits.</p> <p>The government's Spending Review 2024 resulted in the seventh consecutive one-year funding settlement for local government, severely limiting the ability of councils to plan for future resource levels.</p> <p>Since 2016, government departments have been consulting on proposals to implement the fair funding review; aiming to distribute funding more equitably based on relative needs and resources, which would result in increased funding for Medway. Whilst no material changes have been implemented to date, it is hoped that these will be enacted in the form of a three year settlement for 2026/27 onwards and initial estimates look positive for Medway.</p> <p>It was necessary to seek government support through the Exceptional Financial Support (EFS) scheme, with the Ministry of Housing, Communities and Local Government (MHCLG) confirming ministers were 'minded to' agree capitalisation directions for both the 2024/25 and 2025/26 financial years. The MTFO indicates that further EFS will be required in 2026/27.</p>			<p>existing capitalisation directions and conversations are ongoing in case further EFS is required.</p> <p>Officers and Cabinet members will continue to lobby government for more and fairer funding, including submitting robust responses to available surveys and consultations around the Settlement.</p>	
SR32	Data and information	BII	<p>Poor management and protection of data and information can lead to financial and reputational risks for the council. There are also safeguarding concerns that would be raised by regulators.</p>	<p>No changes to the current arrangement, and no update for this quarter. The risk remains the same.</p>	CII	<p>Review support for information governance within the organisation.</p> <p>Appoint a Deputy Senior Information Risk Officer (SIRO).</p>	DIII

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SR37	Cyber Security	AI	<p>Unauthorised access to council systems and data.</p> <p>Potential for data breaches.</p> <p>Loss of access to council systems and data for staff.</p> <p>Cyber security/ransomware attack may mean data is permanently lost.</p> <p>Potential damage to the council's reputation.</p> <p>Potential increase in costs to repair damage and restore systems.</p>	<p>The Cabinet Office have approved the Council's Public Services Network (PSN) application, which has passed assessment to confirm that Medway Council meets the requirements of connecting to the PSN.</p> <p>The PSN Customer and Service Provision Compliance Certificate has been issued, with a new authorisation date of 17/03/26.</p> <p>Further work has been undertaken to improve the cyber security posture of the Council, including the routine patching of software and systems, upgrading servers, and the decommissioning of legacy systems.</p>	CI	<p>This risk has been managed to a target level of acceptable risk, and all mitigating actions have been implemented and so it is proposed that this risk be classified as a 'managed risk'. Due to the ever-present threat of cyber-attacks, and a rapidly changing environment, it is proposed that this risk remains on the council's strategic risk summary.</p>	CII
SR47	Climate Change	All	<p>Potential damage to the council's reputation.</p> <p>Not able to meet member, government, and the public's expectations.</p> <p>Net zero by 2050 is not achieved.</p>	<p>Reporting on the first year of progress against the four-year action plan has been taken to DMT and will now go to COIB and CMT this month (April). A revised COIB structure is being implemented from this month to provide more effective monitoring of progress</p>	CIII	<p>Leading the way with Climate Change will give the Council the opportunity to provide the local community with a clean, green, sustainable future and enhance the Medway area.</p> <p>Some of the options which will support climate change may also have the additional benefit of saving the council money in the longer term.</p> <p>Sufficient staffing is assigned to the tasks required in the plan.</p>	DIII
SR54	Recruitment and Retention	BII	<p>Lack of experienced staff with specialist skills.</p> <p>Low staff morale.</p> <p>Loss of productivity through quiet quitting.</p> <p>Industrial action impacting service delivery/performance.</p> <p>Reliance on interim and agency staff.</p> <p>Budget pressures due to use of agency staff and contractors to fill roles.</p> <p>Inability to perform statutory functions.</p> <p>Inability to meet service demands.</p> <p>Inability to develop and improve service delivery.</p>	<p>No update from service this quarter. CMT (29 April 2026) agreed that the current risk score should be increased to BII.</p> <p>MedSpace pages updated to reflect Recruitment & Resourcing changes, and this is ongoing to ensure pages become more informative and supportive</p>	BII	<ul style="list-style-type: none"> • Updated web and MedSpace paged by 31/10/2025 • Revised policies to support new CPF/PPP Recruitment guidance being prepared <p>Full rollout of MedPay Review (by 31/03/2025).</p> <p>Benchmarked pay for all roles aligned to profession with the ability to move to acquire new skills and increase salary.</p> <p>Career pathways to support progression within the council.</p> <p>Revised performance management approach to ensure skills assessments and career conversations take place.</p> <p>Introduction of a talent management tool to identify future talent and single points of failure within the workforce (9 box development diamond).</p>	DIII

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			Impact on delivery of projects to expected timescales. Reputational damage.			Revised market allowance framework. Revised policies to manage sickness and capability. Annual staff engagement and annual review of the employee engagement strategy. New council jobs site giving the ability to more creatively promote our teams and services and job/career opportunities is being built, as part of the Onboarding Project (January 2025). Annual pay uplift strategy/medium term uplift plans.	
SR58	Gun Wharf building closure	AI	<p>Workforce unable to access Gun Wharf site or considerable parts of the site.</p> <ul style="list-style-type: none"> - Unable to access essential equipment remaining on site. This includes ICT equipment and access to work equipment. - Workforce does not have ICT equipment to work from home. - Some processes can only be undertaken on site at Gun Wharf (GW) or an alternative location (not from home). • Post – franking machine • Printing – urgent printing obligations • ICT – support and maintenance <p>Could cause loss of income because we'll be unable to send penalty notices (parking) and unable to give notice of direct debits (adults). Damage to reputation.</p> <ul style="list-style-type: none"> - Unable to access files and paperwork. May delay court hearings (schools). - Financial – costs may be incurred for: <ul style="list-style-type: none"> • extra equipment • travel to alternative locations • postage 	<p>RAAC remediation works completed Staff/Teams informed of new areas to move to in Internal Staff Newsletter and FAQ's Gun Wharf relocation project begins from 17 April to move teams from areas in Gun Wharf to GWL2/Pembroke Court/Compass House Gun Wharf Refurbishment starting from 8 May</p>	CI	<p>Silver command to agree priority for use of the safe working spaces at Gun Wharf. Safe routes and safe exits throughout the building to be reviewed. Building safe areas to be shared with officers. Priority for ICT support to be agreed. MedSpace pages updated to inform and support the workforce.</p>	AIII

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			<ul style="list-style-type: none"> • room hire. - Compliance with insurance requirements so that cover is not impacted. 				
SR59	Local Government Reorganisation (LGR) and Devolution	BII	<ul style="list-style-type: none"> ' - Breakdown of relationships with neighbouring local authorities. - Delay in progressing LGR could affect our standing with Government. - Councillors and officers could be distracted from business as usual and the Council's wider ambitions. - Reduced morale due to uncertainty, resulting in staff exodus and difficulty in recruitment. - Public apathy and disengagement from democracy. - Additional unfunded costs associated with LGR falling to the council tax payer. 	Government consultation on all five proposals closed on 26 March 2026 and we are awaiting decision which is expected in July 2026. PMO arrangements for Medway are well under development and there is ongoing collaboration across Kent and Medway. 11 Priority Activity Groups have been established to coordinate key activities that need a pan-Kent programme management approach in this pre-decision phase, and a Programme Director has recently been appointed. There is no change to risks, with planning in place to anticipate and prepare for next steps.	CII	The current strong collaboration will need to continue after the Government has made its decision over the shape of local government across Kent and Medway and the governance structures will need to evolve at each stage of the process through to the election of shadow councils and on to vesting day and beyond.	CIII