

Habitat Regulations Executive Committee

Risk Register 2024: Appendix A

ID	Description	Category	Probability	Impact	Proximity	Response Category	Response	Risk Status	Risk Owner	Risk Actionee
1	Delays to mitigation measures identified in annual business plans	Operational	High	Medium	Within project	Reduce	Ensure regular contact with site/land managers to identify causes of delay and revised completion dates. Work with stakeholders to minimise delays and identify remedial action if necessary. Notify Offer Working Group (OWG) and HREC via progress reports.	Active	HRDM	HRDM/ Stakeholders
2	HREC decisions not implemented at local level.	Strategic	Medium	High	Within stage	Reduce	Close liaison with LPA Planning Delivery Officers to ensure good working relationship and understanding shared issues. Training for LPA staff with presentations reemphasising importance of implementing Strategy to whole Council. Regular briefings to Members and leadership.	Active	Partner LPA / HRDM	Partner LPA / HRDM
3	Finance and/or Housing monitoring data not compiled in time for HREC reports.	Governance Operational Strategic Financial	High	Medium	Within stage	Reduce	Budget reserved for Accountancy and Monitoring support and reporting/budget cycle rearranged to enable finance data to be prepared in time. TDC transferring Accountancy support back to EDDC and handover training required.	Active	Partner LPA / HRDM	Partner LPA / HRDM

4	Dawlish Warren coastal realignment	Strategic Operational	High	Medium	Within stage	Accept Fallback	Liaise with Environment Agency, Natural England and TDC to understand existing control measures, timescales. Agree new/amended mitigation as appropriate.	Active	SEDHRP / TDC / NE	SEDHRP/TDC / NE
5	Insufficient funding to contribute to Dawlish Warren Visitor Centre	Financial	High	Medium	Within project	Reduce	Costs of delivery investigated by previous Senior Ranger and due to substrate/flood resilience, requires significantly more funding than appropriate via the mitigation Strategy. Shared use with charities investigated and discounted. No other funding available. Work with site manger and other officers at TDC to reprioritise new projects as appropriate.	Active	HRDM	HRDM
6	Proposed SANGS do not meet essential criteria.	Strategic	Medium	High	Within stage	Fallback	Appropriate input from Planning dept, Ecologists to ensure proposed SANGS meet required standards. Liase with NE to understand their position. Planning permission for developments cannot be given until this key requirement is met.	Active	Consortium / EDDC	Consortium / EDDC
7	Quantum of SANGS required increases significantly	Strategic	Medium	High	Within project	Avoid	We have an agreed Partnership SANGS Strategy. Continue work on delivery of identified and prioritised sites. Monitor effectiveness of delivered sites. Increase emphasis on developer provision of SANGS, reduce LPA burden, continue investigation of Land Trust-type model. Staff resource required to identify and progress delivery of LPA SANGs.	Active	HRDM	HRDM / GI Officer

8	Partnership unable to identify appropriate model for ongoing management of Strategy in perpetuity.	Strategic	Medium	High	Within stage	Reduce	Management of Dawlish and SWE SANGS agreed between TDC and Land Trust. Mitigation strategy update will have new financial considerations, including long term delivery. Working with Global City Futures to understand likely requirements in more detail. Awaiting consideration of new mitigation Strategy by partner LPAs/NE.	Active	Partner LPA / HRDM	TDC/ECC/ED DC
9	Updated mitigation Strategy not approved by partner authorities	Strategic	Medium	Medium	Within stage	Accept Fallback	Work with colleagues in Planning to understand feedback from members and review Strategy. Work with NE to agree any changes and maintain viable mitigation. Continue to deliver existing mitigation approach.	Active	Partner LPA	Partner LPA
10	Housing market crash.	Financial	Medium	Medium	Within stage	Accept	Technically, fewer houses mean fewer impacts and therefore less mitigation is required. However, potential impact to longer term measures which are forward funded in expectation of future developer contributions. Understand how many dwellings are still to contribute & review costs.	Active	Partner LPA / HRDM	Partner LPA / HRDM
11	Developer contributions not paid	Financial	Medium	Medium	Within stage	Reduce	LPA planning departments responsible for ensuring contributions are paid. Enforcement measures should be undertaken if not paid.	Active	Partner LPA	Partner LPA
12	Expiration of planning obligations/repayment of contribution to developers	Financial	Medium	Medium	Within stage	Reduce	LPA planning depts. responsible for monitoring status of planning obligation expiration. Ongoing review of financial monitoring data from LPAs by accountants.	Active	Partner LPA	Partner LPA

							Expirations identified in advance and prioritised for payment.			
13	Wildfire	Operational People	Medium	Medium	Within stage	Avoid Reduce	Staff receive training in understanding wildfires from Devon & Cornwall Fire & Rescue Service. Mitigation staff in close contact with site staff and will alert immediately. Personal safety is priority and staff will evacuate to a safe area immediately, alerting members of the public and informing Fire & Rescue service.	Active	HRDM / Staff	HRDM / Staff
14	Users refuse to respect Wildlife Refuges	Operational	Medium	Medium	Within project	Reduce	HMO presentations to user groups prior to start of peak season. Signage, interpretation, patrol boat and codes of conduct in place. Monitoring of WRs with annual reports. If no other option following ongoing monitoring, investigate statutory restrictions.	Active	HRDM	HRDM
15	Patrol Boat/4x4 accident/vandalised	Operational	Medium	Medium	Within project	Reduce	Mandatory job related training & risk assessment. Vehicles insured and stored according to Council policy.	Active	HRDM	HRDM / Staff
16	Loss of experienced staff – Delivery Manager / Wildlife Wardens / DLD	People	Medium	Medium	Within project	Fallback	Ensure good understanding of Strategy within existing team. Communicate approach, aims and objectives widely across 3 authorities. Ensure attendance at officer workshops. Hold regular 1:1 meetings to discuss roles, issues arising, etc.	Active	SEDHRP / Partner LPA	SEDHRP / Partner LPA

17	Inability to recruit staff of sufficient experience/skill set due to fixed salary costs in the Strategy.	People	Medium	Medium	Within project	Fallback	All roles will require regular salary review and will be required to be commensurate with the marketplace. Benchmark salary grades with other mitigation approaches and similar roles in 3rd sector. Job evaluations completed at EDDC in 2023.	Active	SEDHRP	SEDHRP
18	Mitigation strategy measures insufficient to prevent significant effects to protected sites.	Strategic	Low	High	Within project	Avoid	Regular and established monitoring of key species and habitats, as well as visitor numbers and behaviour, will establish whether the measures implemented are sufficient to prevent impacts from effecting the sites. Further and/or different measures to be considered if/when necessary.	Active	Partner LPA / HRDM	Partner LPA / HRDM
19	One of the partner authorities withdraws from approach	Strategic	Low	High	Within project	Avoid	HRDM to continue to work closely with each partner. Demonstrate effective delivery and value for money. Ensure understanding of consequences of no mitigation. Understand needs, expectations, budgets. Ensure delivery of key projects to demonstrate benefits to all. Promote positive PR messages within partnership.	Active	Partner LPA / HRDM	Partner LPA / HRDM
20	Amounts charged per dwelling insufficient to deliver all projects in Strategy	Financial	Low	High	Within project	Reduce	Ongoing review of Strategy cost estimates and number of dwellings contributing mitigation payments. Investigate potential in-perpetuity agreement tender process.	Active	HRDM	HRDM

21	Landowner decides not to sell land parcel for SANGS Opportunity (SWE)	Strategic	Low	High	Within stage	Avoid	Maintain communication with landowners/developers. Expedite agreement of terms and sign contracts.	Active	TDC	TDC
22	Covid-19	Operational Strategic Financial People	Low	Medium	Current	Reduce Fallback Avoid	Although still disruptive in terms of staff absence through illness, the virus is not currently thought to be a significant threat to life for most people. Maintain awareness of impact of virus, emerging risks and work with colleagues to implement corporate procedures. Ensure safety of public-facing team, work with partners. Maintain review of procedures, amend as necessary.	Active	Partner LPA / Staff	Partner LPA / Staff
23	Regulations amended following exit from EU	Strategic	Low	Medium	Within stage	Accept	Keep up to date with changes to legislation. Plan contingency response as part of Strategy review.	Active	SEDHRP	Partner LPAs / SEDHRP

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24	Accident/injury at work (Habitat Mitigation Officers & Project Officer (Dogs))	People	Low	Medium	Within project	Avoid	Mandatory job related training (First Aid at Work, Sea Survival, Boat Handling etc), insurance. Post holders to read, understand, review and abide by EDDC H&S risk assessments, policy requirements. Lone working policy change agreed in consultation with EDDC Health & Safety Officer. Body Worn Camera policy and procedures to be followed as instructed.	Active	HRDM	HRDM
28	Change in (voting) Committee Member/s	Governance	Medium	Low	Within project	Accept	Ensure broad understanding of Strategy across the authorities - Members newsletters, media releases etc. Ensure new Member/s receive full briefing and access to previous reports.	Active	HRDM	Partner LPAs / HRDM
25	Dog bins vandalised on PBH	Operational	Low	Low	Within project	Fallback	Identify/allow for replacement as per PBH VMP.	Active	HRDM	Stakeholders / HRDM
26	Inappropriate behaviour at work (Habitat Mitigation Officers & Project Officer (Dogs))	People	Low	Medium	Within project	Avoid	Clear direction on desired approach from stakeholders. Regular 1:2:1 meetings with line managers. Post holders to read, understand and abide by EDDC Behaviours Framework policy requirements.	Active	HRDM	HRDM / Staff
27	Poor staff performance	People	Low	Low	Within stage	Reduce	Regular 1:2:1 meetings with line managers. Clear direction on desired approach from stakeholders. Clear job description and person specifications. Sufficient work and variation in work to motivate staff. Recognition of success and learning from failure.	Active	HRDM	HRDM / Staff

Risks - Inactive status

1	Failure to reach agreement on funding SANGS	Strategic	Medium	High	Imminent	Avoid	Cross authority officer workshop. Agree criteria. Clarify SANGS Strategy approach/requirements. Identify accurate costs (purchase, uplift, manage), delivery models, quality, timeframes, outcomes for each area.	Inactive	HRDM	Group
2	Poor turnout of user groups for codes consultation	Operational	Medium	Medium	Within stage	Reduce	Good promotion of consultation via EEMP contacts and social media. Work with user groups to ensure ownership and involvement, respond to requests from users.	Inactive	HRDM	HRDM
3	Inability to source a Patrol Boat within budget	Financial	Medium	Medium	Within stage	Fallback	Delay purchase until after peak season. Test boat before purchase. Explore part funding opportunities.	Inactive	HRDM	HRDM
4	Change in line management for staff	Operational	Low	Low	Within project	Fallback	Handover meeting with EDDC Countryside & HRDM. Monthly one to one meetings with HMOs & PO (DLD) to review and agree objectives. HRDM to undergo relevant training.	Inactive	HRDM	HRDM
5	Inability of Partnership to acquire sufficient land at acceptable cost to qualify as SANGS.	Strategic	Low	Medium	Within project	Reduce	SANGS procured @ Dawlish, procurement at SWE underway. Change of approach to developer provided SANGS as a pre-requisite for larger developments.	Inactive	HRDM	TDC/ECC/EDDC
6	Insufficient funding to employ Delivery Manager / DLD after initial term	Financial	Medium	Medium	Within project	Reduce	Presuming a sound and robust rationale for maintaining roles, make business case to partner authorities and identify potential funding solution(s). Increased frequency of housing forecasts to signal any changes to income. Reprioritise projects to ensure continuity	Inactive	HRDM	HRDM
7	Landowner decides not to sell land for SANGS Opportunity (SWE)	Strategic	Low	High	Within stage	Avoid	Maintain communication with landowners/developers. Expedite agreement of terms and sign contracts.	Active	TDC	TDC