

HARROW COUNCIL – DRAFT CORPORATE RISK REGISTER– 2021/22 Q2

No.	Risk	Q1 21/22	Q2 21/22	RM
14.	Systemic issues of inequality and disproportionality experienced by Black, Asian and Multi-ethnic staff are not recognised and addressed by the Council [Staff Dimension]	C3	C3	⇄

L I K E L I H O O D	A Very High (>80%)				
	B High (51-80%)				
	C Medium (25-50%)		14		
	D Low (10-24%)				
	E Very Low (3-9%)				
	F Almost Impossible (0-2%)				
		4 Negligible Impact / Benefit	3 Marginal Impact / Minor Benefit	2 Critical Impact/ Major Benefit	1 Catastrophic Impact/ Exceptional Benefit
IMPACT (on Council)					

No.	Borough Plan 2030 Priorities	Risk Description	Inherent Risk Rating	Key Measures in place to Manage Risk (Key Controls)	Residual Risk Rating		Further Action Planned & Underway & Implementation Date	Risk Owner/ Manager Responsible	Update & Date
					Q1 21/22	Q2 21/22			
14.	Priorities: Tackling racial disproportionality, inequality and disadvantage	<p>Risk: Systemic issues of inequality and disproportionality experienced by Black, Asian and Multi-ethnic staff are not recognised and addressed by the Council [Staff Dimension]</p> <p>Causes</p> <ul style="list-style-type: none"> • Murder of George Floyd and the international pressure and momentum arising from this • Diversity ambitions of the Council have not been fully fulfilled • Historic weaknesses in data and data analysis in relation to diversity <p>Consequences</p> <ul style="list-style-type: none"> • Continuing issues of inequality for staff • Increasing staff dissatisfaction and potential ER / IR conflict e.g. grievance and tribunal claims • resource pressures if we fail to attract, develop and retain talented people due to inequalities in recruitment and in the workplace 	B2	<ul style="list-style-type: none"> • Appointed an Executive Sponsor for race (LBH Chief Executive) • Cross-party members' group established on BLM and the broader Equality, Diversity and Inclusion Strategy for the Council • Appointed a senior independent consultant to undertake an independent review in the context of BLM and wider issues that affect Black, Asian and Multi-ethnic staff • LBH BLM Staff Group set up • Series of educational webinars for staff as part of Black History Month • Signed up to the Race at Work Charter • Signed up to the Business in The Community Mentoring Scheme • Borough Plan updated • Development of the Equalities, Diversity and Inclusion Strategic Framework to inform the EDI (Equalities, Diversity & Inclusion) Action Plan • Race survey on current and former staff completed • Internal race review conducted by Patrick Vernon • Workplan agreed (incl. the review of equalities governance) to implement Patrick Vernon findings • New EDI unit established to take forward Equalities strategy 	C3	C3	<ul style="list-style-type: none"> • Fully Implement recommendations of the race review by Patrick Vernon (April 22) • Report to Cabinet on implementation of the Vernon Report (Oct 21) 	Sean Harriss	<p>Q2 2021/22</p> <p>Tracey Connage 11/10/21</p> <p>We have made significant progress to date in the development of the race equality action plan to implement the outcomes of the race review conducted by Patrick Vernon. However the issues must also be addressed as well as recognised.</p>