


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				Possible	Medium	4	March 2015	
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.				Unlikely	Medium	2	March 2015	
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 focus monitoring and evaluation activities.	Pembrokeshire			Unlikely	High	3	March 2015	
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.				Possible	High	6	March 2015	
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.				Unlikely	High	3	March 2015	
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		Peer Review completed & Estyn Improvement Conference completed. Progress actions match and complement current strategic documentation content. School reorganisation and longstanding cultural issues.	Unlikely	High	3	March 2015	
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 progress and			Appt of PCC DCEO ERW Focused Support Plan for KS4	Unlikely	High	6	May 2015	

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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 support.				Possible	Medium	4	July 2015	
9	<u>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</u>	Directors , Heads of Hub	Likely	High	9	Escalate	Hub leads to take responsibility				Unlikely	Medium	4	Mar-16	