

Section 6- Sustainability

Service activity	Impacts on climate change mitigation	Impacts on climate change adaptation	Impacts on biodiversity	Impacts on greenspace	Other sustainability impacts
Awareness Campaigns	Delivering and supporting awareness raising and campaign activity for sustainability and climate action, both externally to businesses and the community, and internally to employees. Highlighting key messages and activity contributing towards the Council's sustainable objectives.	Support national and local projects and campaigns to inform and influence behaviour change.	Regular promotion of biodiversity projects throughout the area through appropriate communications channels.	Regular promotion of the benefits in relation to greenspace, parks and environment through appropriate communications channels.	N/A
Smart Working for the future	Carbon emissions minimised and reduced with hybrid working and smart working practices, supported through digital technologies.	Lower dependency on personal vehicle use and public transport for work based activity that can be carried out digitally, reducing impact on roads & environment.	Reduction in negative impact on biodiversity arising from traffic pollution.	Greenspace protected through reduction in vehicle impacts.	Wellbeing of workforce supported through encouragement of walking and cycling and reduction in travel time associated with work.

Section 7- Risk Management

Description	Treatment Strategy	Internal Controls	Category(s)	LOIP Outcome(s)	Current Risk Matrix	Target Risk Matrix	Linked Actions
Failure to deliver on Workforce Planning Strategy	Treat	Workforce Strategy Strategic Action Plans Reporting Updates	Legal/Compliance	Employment and Skills	<p>Likelihood</p> <p>Impact</p>	<p>Likelihood</p> <p>Impact</p>	<p>Operational delivery of the action plans.</p> <p>Refreshed focus on regular PDR and recording / monitoring</p> <p>Development of OD Moodle course</p>
Not addressing absence levels where required or delivering related wellbeing support.	Treat	Attendance Management Policy Workforce Strategy Reporting Updates	Legal/Compliance	Employment and Skills	<p>Likelihood</p> <p>Impact</p>	<p>Likelihood</p> <p>Impact</p>	<p>Compliance with attendance management policy</p> <p>Revised approach to wellbeing.</p>
Inability to deliver core service due to procedural, system, or resourcing issues. This would result in an inability to inform the Council decision making process and potentially impact public and regulatory awareness of Council performance.	Tolerate	Staff cross skilling Partnership working Policy & Procedure guides	Political, Social, Technological. Legal/compliance Service delivery Financial, Resources	All	<p>Likelihood</p> <p>Impact</p>	<p>Likelihood</p> <p>Impact</p>	N/A

