Development Services Risk Register (Appendix 1b) (Policy and Development Portfolio)

Most recent review: 1st October 2018 (unless otherwise stated)

x Current position o Previous position if changed

SECTION 1: SERVICE-WIDE RISKS

RiskDescription	PossibleTriggers	Possible Consequences	Risk Mitigation/Control	Officer	Action(s)	Resource	Due Date	Residual Risk Rating
Generic Risks								
1. Failure to comply with Health and Safety requirements	Staff not assessing risks adequately/at all Lack of awareness Lone working System failure	Physical/verbal attacks on staff Injury to staff Compensation claims Reputational damage	Risk assessments done on a regular basis Equipment provided to ensure contact possible in cases of emergency Procedures in place/adequate training Set and action "Assessnet" reminders as required Health and Safety a standard agenda item on team and section meeting agendas Continue to review effectiveness of lone worker policy including against corporate policy	All managers	Review CS cards for BC staff Assess approach to dynamic risk assessments for site visits	Staff time	Ongoing	Likelihood No change since June 2017
2. Failure of IT	Computer system breaks down Power failure Malicious acts/hacking of system Poor knowledge/understandinof system	Unable to continue with the service Systems not set up adequately resulting in additional work Impact on Planning Committee and WDC reputation.	Adequate back-up system in place and is maintained by IT. Business Continuity Plan in place and reviewed (most recent review Jan 2018). On-going engagement with IT	All managers	Ensure that all staff adhere to IT protocols and policies Ensure the Business Continuity Plan is updated on annual basis (as required corporately)	Staff time/fun ding	Ongoing	Likelihood No change since June 2017

RiskDescription	PossibleTriggers	Possible Consequences	Risk Mitigation/Control	Officer	Action(s)	Resource	Due Date	Residual Risk Rating
3. Lack of staff resources	Loss of key staff/knowledge Lack of staff cover for emergency/bank holiday Lack of ability to support corporate projects	Staff not skilled to be able to respond to service area matters Unable to respond to emergencies – may result in harm/injury/death Unauthorised developments taking place Impact on quality and efficiency of service	Ensure that training and development of knowledge about the service is shared amongst a number of staff to provide resilience Always consider "growing and developing staff" from within the service Always ensure recruitment to vacancies is a priority	All managers	Ensure that one-to-one discussions and appraisals take place to discuss staff development Utilise growth in planning fees to support those elements of the services that are facing greatest pressure	Staff time	Ongoing	Likelihood increased Oct 18 to reflect recent recruitment difficulties
4. Inadequate training	Lack of time to invest in training Corporate financial pressures Other training pressures elsewhere in the organisation	Staff not skilled or experienced enough to be able to provide the service necessary Impact on quality and efficiency of service Development takes place that is not authorised	Training plans to be in place and reviewed regularly Budget required to invest in staff Head of service work with colleagues in CMT and SMT to underline the importance of training for long term service delivery Following 2018 appraisals Development Services Training Plan has been developed as a basis for training and resource allocation	All managers	Ensure through appraisals that training is being identified through Personal Development Plans (PDPs) and needs met Use corporate training matrix as the basis for planning training to ensure corporate training resources are aligned with service needs	Staff time Budget	Annual	Likelihood No change since June 2017
5. Impact of legislation changes	Staff not keeping abreast of changes Staff not keeping to Continuing Professional Development (CPD) requirements	Statutory procedures not followed Complaints upheld Reputational damage Loss of professional accreditation	Training plans Officers to ensure they keep their CPD up to date	All managers	Through appraisals ensure that staff are completing adequate training Undertake regular briefing sessions as new legislation and regulations Review implications of NPPF amendments	Staff time/ funding for training	Ongoing	Likelihood No change since June 2017

Risk Description	Possible Triggers	Possible Consequences	Risk Mitigation/Control	Officer	Action(s)	Resou rce	Due Date	Residual Risk Rating
Development Mana	agement Risks			T ==				1
6. Failure to deliver outcomes in accordance with current legislation; regulations; guidance, etc.	Frequent changes to legislation, etc.; insufficient capacity/resourcing within the teams to keep up.	Work undertaken incorrectly resulting in not achieving results in poor-desired outcomes, receipt of challenges and complaints which themselves result-causes in additional workload; impact upon WDC reputation.	Ensure correct linkages and contacts continue to be in place to enable changes to be acted upon quickly by officers who have the capacity/knowledge and skills to do so. Programme of training now in place with members of the planning committee	GF	The Development Services Information Improvement Officer role continues to be the focus for the integration of such changes along with Development Management Team Leaders. Member and staff training needs are identified and undertaken regularly.		On-going On-going	Likelihood No change since June 2017
7. Failure to properly consider and determine planning applications in line with procedures and within statutory timescales	High workload volume; Incorrectly trained staff or planning committee members. Out of date or incorrect procedures Insufficient staffing relative to workload;	Potential risk of special measures resulting in loss of fee income from major planning applications affecting WDC reputation Impact of complaints, enforcement issues and legal challenges, together with staff being demotivated. Increased workload.	Continued proactive on-going management and support of staff. Continued monitoring of workload levels, performance and procedures. Programme of training now in place with members of the planning committee Monitoring and delivery of staff and planning committee training requirements. On-going review and implementation of officer and member training plans.	TD/GF/S S	Performance management system is currently being reviewed		On-going.	Likelihood No change since June 2017

Risk Description	Possible Triggers	Possible Consequences	Risk Mitigation/Control	Officer	Action(s)	Resou rce	Due Date	Residual Risk Rating
9. Failure to effectively enforce against unauthorised development where it is expedient to do so.	Volume of workload; incorrectly trained or motivated staff; insufficient staffing relative to workload.	Impact of inappropriate or poor quality development within the District. Impact upon WDC reputation.	Regular contact and liaison with legal colleagues. Continued monitoring of workload levels, performance and procedures. Monitoring and delivery of staff and planning committee training requirements. Attending Parish and Town Council meetings to be proactive regarding any potential issues.	GF/RL	Continued development and training of the enforcement team, particularly new member of staff. Effective performance management system in place which is regularly reviewed. Send letter to Parish Councils inviting attendance at Parish meetings to discuss enforecement issues. Ongoing management of team resource issues including management oif enforcement inbox and induction of new member of staff	GF GF	Ongoing	Likelihood Risk increased Oct 2018 reflecting recent resourcing issues in team
10. Failure to effectively monitor the delivery of Section 106 agreement requirements.	Insufficient staffing/manner in which staffing is organised.	Absence of required infrastructure or contributions required to support the development or to offset the impacts of the development resulting in poor quality or insufficiently mitigated development. Impact upon WDC reputation.	Provision of appropriate resourcing. Introduction of quarterly S106 monitoring reports Increased focus within WDC and WCC to ensure the most effective use of that funding and joined up monitoring. Following its introduction the ongoing review and refinement of the Section 106 monitoring spreadsheet. Established procedures and publicly available database monitored regularly. Monitoring officer appointed to lead this	DB/GF CG CG	More accurate recording of income against infrastructure requirements involving regular meetings with finance Processes to ensure S106 spreadsheet is updated promptly	GF MB	Ongoing	Likelihood Impact increased October 2018 to reflect scale of opbligations in more recent S106 agreements

Risk Description	Possible Triggers	Possible Consequences	Risk Mitigation/Control	Officer	Action(s)	Resou rce	Due Date	Residual Risk Rating
10a Potential fraud or wrong allocation of S106/CIL income	Lack of financial and management controls	Fraudulent activity S106 contributions go out of time or are spent on the wrong projects thereby risking that developers will seek repayment	Improved collaboration and practices with finance staff so that all invoices, receipts and orders are double checked	CG	WCC Legal Services commissioned to develop approach to bespoke legal agreements with infrasdtructure providers as money paid out. Agreements will tie infrastyructure providers to delivering specicifc projects within agreed timescales	CG	Autumn 2018	Likelihood
		Failure to deliver priorities set out in the IDP			Implement actions arising from Audit report undertaken in November 2018 by Internal Audit. Re-establish IDP/S106 Members Working Group	DB GF/CG	March 2018 Autumn 2018	No change since April 2018
11. Failure to manage customer expectations appropriately and deliver work to those expectations.	High workload volume; insufficient capacity arising from staffing relative to workload.	Impact upon WDC reputation. Increased enquiries and complaints themselves resulting in additional workload.	Ensure that staffing/resourcing correlates to workload levels. Continued monitoring of workload levels and performance. Use of appropriate mechanisms to deliver appropriate messages to customers. Review and development of fortnightly monitoring report. Regular visits to town and parish councils Weekly team meetings established.	SS/RL/N C/GF/RY	Monitoring of complaints received, outcomes identified and actions arising ongoing – discussed at one to ones. Balanced approach between emails and face to face discussions to resolve issues early	DB/GF	Ongoing	Likelihood No change since June 2017

Risk Description	Possible Triggers	Possible Consequences	Risk Mitigation/Control	Officer	Action(s)	Resou rce	Due Date	Residual Risk Rating
12. Failure to ensure that Planning Committee operates smoothly.	Failure of IT. Absence of provision of required information to committee. New planning committee membership	Impact upon WDC reputation: for many customers this is the only point at which they will come into contact with WDC planning services. Delays in the decision making process.	Ensure that IT arrangements are fit for purpose. Ensure that staff is appropriately trained. Programme of training for members and staff in place. Improvements in place for the PA system at the Town Hall.	GF	Plan training programme for new planning committee after May 2019	DB	Ongoing	Likelihood Risk increased October 2018 to reflect likelihood of a significantly different membership after May 2019
13. Failure to protect the historic environment.	High workload volume; incorrectly trained or motivated staff; insufficient staffing relative to workload.	The value of heritage assets not fully taken into account within the decision making process to the detriment of the protection of those assets.	Ensure that staffing/resourcing correlates to workload levels. Continued monitoring of workload levels and performance.	NC/GF	Maintain current staffing levels to ensure that key tasks and processes are undertaken in the most effective manner. Initial review of the operation of CAF completed with ongoing reviews on an annual basis.			Likelihood No change since August 2016.

Risk Description	Possible Triggers	Possible Consequences	Risk Mitigation/Control	Officer	Action(s)	Resou rce	Due Date	Residual Risk Rating
14. Failure to maintain an accurate land charges register.	High workload volume; incorrectly trained or motivated staff; insufficient staffing relative to workload.	The provision of incorrect information in response to search questions. Potential for claims against WDC. Loss of public confidence/impact upon WDC reputation.	Insurance cover in place for financial loss claims. Ongoing training of staff to meet service demand Assrance of data quality established through transfer of data to land registry	MM/GF	Monitor effectiveness of migration to land registery		On-going	Likelihood Risk Reduced October 2018 due to landregistry data transfer
15. Failure to undertake standard property searches within required timescale (10 days)	High workload volume; incorrectly trained or motivated staff; insufficient staffing relative to workload.	Potential for claims against WDC. Loss of public confidence/impact upon WDC reputation.	Most searches now automated On-going training of staff Regular ongoing review of performance with follow up actions as necessary.	MM/GF			Ongoing	Likelihood No change since June 2017
16. RISK DELETED OCTOBER 2018 Inaccurate CON29 search responses provided. NB not considered to be a signbificant risk any more. The impact is relatively low and ongoing systems contain the likelihood score.								

SECTION 3: POLICY AND PROJECTS

Risk description	Possible Triggers	Possible Consequences	Risk Mitigation/Control	Officer	Action(s)	Resource	Due Date	Residual Risk Rating
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18. Policy and Dev: Losing planning appeals or failing to deliver adequate infrastructure for development as a result of not effectively delivering the Local Plan	Receipt of major planning applications prior to adoption of the Local Plan Lack of a 5 year supply of housing land Failure to pass the Housing Delivery Test	We could lose planning appeals on sites which are not preferred by the Council We could lose appeals or be in a position where we have to grant permission for applications which do not deliver the quality of development or infrastructure Financial implications with regard to infrastructure, New Homes Bonus, etc.	S106 funding for Site Delivery Officers has been secured 3 site delivery officers now in post Proactive approach to delivering development in key geographical areas Local Plan adopted Continue to meet with potential developers to ensure they are aware of our approach and are able to respond to this should proposals be considered for approval in advance of the Local Plan	D Butler	Develop and implement proposals for infrastructure funding Introduce programme management approach to site delivery Introduce Housing Delivery Test Action Plan	Planning Policy Team plus Sites Delivery Officer	Ongoing Ongoing Sept 17	Likelihood Risk reduced April 2018 to reflect adoption of Local Plan and 5 year land supply
22. Policy and Dev: Failure to provide appropriate advice to officers, members and developers in relation to local plan policies and development proposals	Progress on the Local Plan in general becomes very time consuming Unable to provide sufficient resources to support these areas of work	Inappropriate development or poor quality development could result Legal challenge	Ensure that advice is provided for the most significant developments including preapplications Ensure staff across development services are aware of progress on policy development, sites, and infrastructure Lunchtime briefing sessions introduced	D Butler	Improve regular briefings for Development Management	Planning Policy Team	Ongoing	Likelihood No change since June 2017
23. Policy and Dev: Failure to make progress on corporate priorities and other requirements such as Town Centre plans; neighbourhood plans; CIL scheme;	Unable to provide sufficient resources to support these areas of work	Progress on key documents could be delayed meaning specific policies are not in place to support development Reputation undermined due to failure to meet commitments that have been made publically	Update to LDS Regular prioritisation of work through services and corporate management team meetings Manage expectations by publishing and sticking to realistic timescales	D Butler	Continually monitor workload through the project plan to ensure that adequate resources are available.	Planning Policy team	Ongoing	Likelihood No change since June 2017

Major requests for consultation at a time when team resources are focused on competing priorities	Missed opportunities to influence the location and nature of development within the area.	Prioritise consultations that have the most significant impacts on the District Ensure key issues are addressed in advance through the Duty to Cooperate	D Butler	As above	Planning Policy team	Ongoing	Likelihood reduced April 2018 reflecting progress to NBBC and RBC Local Plans and
Failure to understand or be aware of new and changing legislation and regulations Lack of training and development	Legal challenge to development plan documents Impact on resources and finances Impact on Council reputation	Keeping abreast of planning legislation and regulation through • specialist publications and websites • training, courses and seminars • discussions with colleagues within the Planning profession • sharing new developments in planning amongst the team Seek specific legal advice	D Butler	Take action to fully understand the implications of the Housing and Planning Act, particularly once the associated regulations are published Review following publication of NPPF is underway including need to update planning policy documents as a result	Planning Policy team	Ongoing	successful approach in influencing these typed x x x x x x x x x x x x x x x x x x x
	consultation at a time when team resources are focused on competing priorities Failure to understand or be aware of new and changing legislation and regulations Lack of training and	resources are focused on competing priorities Failure to understand or be aware of new and changing legislation and regulations Lack of training and development influence the location and nature of development within the area. Lack of training and development plan documents Impact on resources and finances Impact on Council	consultation at a time when team resources are focused on competing priorities Failure to understand or be aware of new and changing legislation and regulations Lack of training and development Lack of training above the most significant impacts on the District Ensure key issues are addressed in advance through Legal challenge to development impacts of planning legislation and regulation through Lack of training above the Duty to Cooperate Lack of training	consultation at a time when team resources are focused on competing priorities Failure to understand or be aware of new and changing legislation and regulations Lack of training and development Lack of train	Consultation at a time when team resources are focused on competing priorities Failure to understand or be aware of new and changing legislation and regulations and regulations and regulations and regulations Lack of training and development Legal challenge to development within the area. Keeping abreast of planning legislation and regulation through Keeping abreast of planning legislation and regulation through Specialist publications and websites Impact on resources and finances Impact on Council reputation Impact on Council reputation Impact on Council reputation Impact on Council reputation Impact on Specialist publications and websites Impact on Council reputation Impact on resources and finances Impact o	Failure to understand or be aware of new and changing legislation and regulations and regulations and regulations and regulations and regulations and development impacts on Council reputation Lack of training and development impacts on Council reputation Lack of training and development Legal challenge to development plan documents Impact on Council reputation Impact on Council reputation Lack of training and development Impact on Council reputation Lack of training and development Legal challenge to development plan documents Impact on resources and finances Impact on Council reputation Lack of training and development Impact on Council reputation Lack of training and development Legal challenge to development plan dovance through the Duty to Cooperate D Butler Take action to fully understand the implications of the Housing and Planning Act, particularly once the associated regulations are published Review following publication of NPPF is underway including need to update planning policy documents as a result D Butler Take action to fully understand the implications of the Housing and Planning Act, particularly once the associated regulations are published Review following publication of NPPF is underway including need to update planning policy documents as a result	influence the location and nature of development within the area. Failure to understand or be aware of new and changing legislation and regulations and regulations and regulations and regulations and reputation Lack of training and development Impact on Council reputation Impact on the District Impact on Council reputation Im

25A. Failure to secure sufficient or timely infrastructure funding through CIL/Section 106	Ineffective implementation of CIL Failure to achieve S106 contributions as envisaged (for instance as a result of viability challenges) Failure of partners to spend contributions as intended	Insufficient income from developer contributions to provide for all essential infrastructure Timing of receipt of income prevents timely delivery of infrastructure Reputational damage as a result of over-stretched infrastructure	Continue to develop, improve and record CIL procedures, including collection and distribution Continue to prepare quarterly S106 monitoring reports to review trggers, income and spending Continue to plan infrastructure with Infratsructure providers Explore alternative funding streams and options for forward funding Third SDO in post Effective communications with public and consultees regarding infrastructure plans and progress	P Clarke	Consider Portfolioholder coulumn in paper and/or use of social media (advice from media team) Introduce Housing Delivery Test Action Plan Communication with finance (see risk 10a) For CIL, continue to learn from practice to improve proceses	DB SDOs	Feb/Mar 2018 Mar 2018 Mar 2018 Dec 2018	Likelihood Risk reflects that processes in this area are still not mature and sums of money involved are high
NEW RISK (OCTOBER 2018) Failure to effectively coordinate and deliver high quality development in each of the three main growth areasw of the District (south of Coventry; Kenilworth and south of Warwick and Leamington)	Development proposals being brought forward ahead of completion of plans for comprehensive development Delays in developing comprehensive plans leading to risk of losing appeals Difficulties to achieving onfrastructrure funding Difficulties asscoaited wioth multiple landowners/developers not working together effectively	Uncoordinated development/poor quality schemes Lack of infrastructure Poor design and layout	Employment of 3 Site Delivery Officers Closing working with infrastructure providers to plan and fund infrastructure through S106, CIL and other sources of funding Regular meeting with landowners/ developers	SDOs	Establishment of Programme Boards for each of the three growth areas Ensure each Growth Area Programme Board establishes and maintains a risk register Development and implementation of East of Kenilworth Development Brief Project Team to manage Kings Hill planning aplications to ensure comprehensive development	CIL officer SDOs, Case officers		Likelihood New risk reflecting significant progress within a fast changing context

SECTION 4: BUILDING CONTROL RISK REGISTER

Risk Description	Possible Triggers	Possible Consequences	Risk Mitigation/Control	Officer	Action(s)	Resource	Due Date	Residual Risk Rating
Building Contro	l Risks							
26. Losing work to AIs and therefore loss of income	Increased number of Initial Notices received from Approved Inspectors.	Substantial loss of work and therefore income to competitors. Possible staff implications.	Proactive marketing and promotion of our services such as case studies and events Improved site inspection service i.e. weekend inspections together with early and late inspections to suit clients' requirements. Encouraging Partnerships with clients. Joint working with other Local Authorities providing resilience.	BC Officers	Head of Consortium in one to one meetings with new and existing clients. Active promotion of Building Control Service through other parts of the Council Promotion of Service through organised events including "Breakfast Meetings" and other similar events Continue to explore potential to expand shared service to other districts LABC awards promotion.	Staff and time Time	All Ongoing	Likelihood No change since April 2018
27. Failure to deal with Receipting, Acknowledging and Processing Building Regulation Applications.	Surge of workload, and staff ratio to workload. System failure Incorrect advice and poor decision making Incorrect fee processing Shortage of staff	Decisions not given within statutory time period. This could result in fees being returned. Work could progress on site without approved plans, which could lead to defective work and Council having to pay for remedial works. Reputational damage – Clients taking their work to Approved Inspectors. Failure to assess fees correctly could	All applications received are recorded daily in Acolaid, and decisions are monitored daily. All applications received are allocated to Consultants within two working days of receipt; ensuring applications are processed within the prescribed period. Data from Daventry DC and Rugby BC migrated to WBC systems. Building Consultants qualified to various levels, less qualified staff supervised and assisted by more senior staff. Complex projects overviewed by Principal Consultants /- Head of Consortium Clients contacted periodically to	Admin HoC, PBC's	Continued daily monitoring Additional training provided to all staff in the use of Acolaid and Idox. Continually update CPD and statutory regulation changes. One to one personal contact with Clients / Partners on a regular basis. Sample checking and monitoring by Principal Consultant. Consultants work flexibly to cover short term variations in staffing levels.	Staff time	All Ongoing	Likelihood No change since April 2018

Risk Description	Possible Triggers	Possible Consequences	Risk Mitigation/Control	Officer	Action(s)	Resource	Due Date	Residual Risk Rating
28. Failure to	Staff ratio to	result in reduced income. As above Failure to attend at	ensure performance standards are maintained. Building Consultants qualified to various levels, less qualified staff supervised and assisted by more senior staff Building Consultants qualified to	HoC,	Continually review staffing levels			
carry out Site Inspections or incorrect / poor advice.	workload bleading to failure to attend. Staff shortages. System failure – notification of inspections not received. Poor decision making – bad/incorrect advice given. Compensation Claims On site aggravation / confrontation	critical inspection stages could result in defective construction being covered up, with possible long term problems. Poor decisions/bad advice can result in defective buildings. Apart from environmental concerns, there may be financial repercussions for any remedial works and possible litigation Costs against Council Poor advice regarding WDC housing stock including fire risk assessments Confrontation on site, poor working relationships may result in lack of trust and confidence Customer	various levels, less qualified staff supervised and assisted by more senior staff. Regular update on Regulation changes and attendance on relevant CPD courses. Professional indemnity Insurance All Officers provided with mobile phones for assistance / advice. Availability of officers / access to officers throughout the working via mobile phones Continued CPD and updates on legislation.	PBC's, BC's All Officers.	Additional Professional training course for assistant Building Consultants. Careful consideration of actions to ensure that we reduce liabilities. Refresher course on dealing with confrontational situations and customer service Investigate mobile IT systems	Finance / Time	On-going On-going	Likelihood No change since July 2017

Risk Description	Possible Triggers	Possible Consequences	Risk Mitigation/Control	Officer	Action(s)	Resource	Due Date	Residual Risk Rating
		dissatisfaction, leading to new projects going to Approved Inspectors.						
29. Dangerous Structures (24 hour call out) Failure to attend within reasonable time frame	Lack of Trained, qualified Staff	Failure to act and give correct advice could result in damage and injury, with possible litigation.	Out of hours contacts now handled by Acorn House and service provided through contract Joint working with Rugby on overall cover-	All BC's	Continued refresher courses and updates.	Funding / Time	Ongoing	Likelihood No change since last review
30. Demolitions Failure to attend and give advice.	Lack of Trained, qualified staff System failure.	Incorrect advice could result in damage to adjacent buildings, services and general disruption.	Demolitions attended to by fully qualified staff.	PBC / HoC/HoD S	Demolition applications and inspections monitored by Principal Building Consultants.	Funding / Time	Ongoing	Likelihood No change since last reviee
31. Fire Safety, Safety at Sports Grounds-and Temporary Stands and Structures Failure to inspect at regular set times.	Lack of suitably trained, qualified staff. Poor advice / decision making	Lack of knowledge and inadequate advice could result in dangerous conditions for the public generally. Poor advice to building owners and internal Service Areas could result in poor design and costly remedial measures.	Principal Building Consultants and Head of Consortium work closely with Fire Prevention Officers on all cases.	PBC's HoDS, HoC	Continued refresher courses and updates. Liaison with Fire Service.	Funding / Time	Ongoing	Likelihood No change since last review

Risk Description	Possible Triggers	Possible Consequences	Risk Mitigation/Control	Officer	Action(s)	Resource	Due Date	Residual Risk Rating
NEW RISK (OCTOBER 2018) Daventry no longer part of WBC as a result of future Northamptonshire Authority	Northamptonshire Unitary Authority takes on Daventry BC work	Loss of income Impact on serviceResilience	Monitor development in relation to unitary authority (NB: this is not yet established. It's scope and geography are still unknown and at present DDC have indicated thatthey wish to stay pat of WBC)	HoC	Check agreement in term of notice requirements etc Continue regular liaison with Daventry DC through the Biard meetings to stay upto date Explore possibility of bringing new Unitary authority in to WBC when arrangements are known	Hoc HoDS	TBC	Likelihood Risk reflects the likelihood that new Unitary for northants will be established. But scope ofthat unknown

HoDS – Head of Development Services

HoC – Head of Consortium

PBC – Principal Building Consultant BC – Building Consultants SDOs: Site Delivery Officers

GF: Gary Fisher DB: Dave Barber MB: Michael Brown SS: Sandip Sahota RL: Rajinder Lalli CG: Chris Garden RY: Rob Young MM: Michael Martin

NC: Nick Corbett