

NORTH YORKSHIRE POLICE STRATEGIC RISK SUMMARY

Risk Ref	Corporate & Policing Priority	Risk Description	Risk Cause	Risk Consequence	Mitigating Activities	Risk Rating
6390	<p>Transforming the organisation</p> <p>Partnerships and commissioning</p>	Comprehensive Spending Review 2016-2020 – Announced Autumn 2015	National Government Requirement	Reduced Government Budget Allocation for NYP	<p>North Yorkshire Police (NYP) have current savings plans in place and have also identified an outline savings plan for the next Comprehensive Spending Review (CSR) period 2016/17- 2019/20</p> <p>NYP's Chief Constable (CC) and the Commissioner and Office of the Police and Crime Commissioner (OPCC) continue to work together to review working practices and process to ensure NYP are fit for the future.</p> <p>This has included a comprehensive review on NYP's Operational Policing Model (OPM) with a view to allocating resources where they are needed most by reviewing demand profiling and IT Strategies.</p> <p>The implementation of Investigation Hubs was a recommendation of the OPM review. Victims of crime and communities in North Yorkshire will be safer as more offenders will brought to justice faster, reducing the length of time it takes to investigate a volume crime.</p>	

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					The Hubs will free-up officers by undertaking file and evidence development, along with supporting officers with suspect management when required. This will enable officers to be operationally flexible, providing resilience to Patrol and Serious Crime at times of peak and/or exceptional demand.	
6386	Transforming the organisation Partnerships and commissioning	Change in Political Direction - May 2015	Government Political Agenda Changes	Changes to NYP's Structures and Functions	<p>The General Election is scheduled for the 7 May 2015. Parliament dissolves on the 30 March and Purdah commences.</p> <p>Purdha and any changes to structures following a change in Government will have an impact on NYP's decision making processes.</p> <p>During 2014 NYP reviewed and streamlined their Governance meeting structure to reduce bureaucracy and align membership to accountability.</p>	

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6392	Protect vulnerable people Improve victim care	Child Sexual Exploitation - National Interest	Current National interest/publicity and Her Majesty's Inspectorate of Constabularies (HMIC) programme of Inspections	Changes to ways of Working/Reporting for Specialist Teams	<p>There are a number of HMIC and Joint External Inspections taking place over the next financial year covering:</p> <ul style="list-style-type: none"> • Child Protection • Multi Agency Child Protection Arrangements (MACP) • 21st Century Child Sexual Exploitation (inc online CSE) and • Missing & Absent Children <p>Her Majesty's Inspectorate of Constabulary (HMIC) and Her Majesty's Crown Prosecution Service Inspectorate (HMCPSI), "Achieving Best Evidence in Child Abuse Cases" inspection sets out 11 recommendations for improvement, including better training and additional guidance for staging the sensitive interviews.</p> <p>NYP are reviewing process and practices in these areas to ensure each Victim receives the service they require.</p>	
6405	Improve victim care	High number of National Government & National Criminal Justice Projects for implementation	National projects and initiatives	<p>Financial Cost Implication</p> <p>Changes to Operational Policing Function</p>	NYP are looking to undertake an impact assessment for plans to be put in place to address relevant initiatives.	

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6391	Transforming the organisation	Recommendations arising from National external inspections which have an impact on NYP	Increased number of external inspections leading to increased number of National recommendations with short deadlines that may have a resource/financial impact on NYP	Financial Cost Implication Changes to Operational Policing Function	NYP have implemented a risk assessment process for External Inspection Recommendations whether National or force recommendations. The risk assessments are reported to the Joint Corporate Risk Group for discussion and decision. Those that are not going to be progressed are recorded with rationale. NYP complete an Annual Plan of compliance activity - The plan determines risk areas and pre-inspection activity. The plan will include HMIC Liaison, Risk and Assurance, Information Management, Operational Support and Intelligence functions.	
6399	Transforming the organisation	Internal ability to respond to and manage an ever increasing change programme	National priorities, external inspections, reduction in Government funding	Financial Cost Implication Ability to respond to changes	North Yorkshire Police's Chief Constable (CC) and the Commissioner and Office of the Police and Crime Commissioner (OPCC) continue to work together to review working practices and process to ensure NYP are fit for the future. This has included a comprehensive review on NYP's Operational Policing Model (OPM) with a view to allocating our resources where they are needed most by reviewing demand profiling and IT Strategies.	

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6377	People first	<p>Adverse / Extreme Weather - including unusual, severe or unseasonal weather</p> <ul style="list-style-type: none"> *Cold *Ice *Snow *Heat *Flooding *Storm *Rainfall 	<p>Abnormally low temperature levels (increased risk of snow and ice)</p> <p>High winds, wind speeds as low as 23 knots (43km/h) can cause significant damage</p> <p>Flooding (Coastal and Inland)</p> <p>Abnormally High temperature levels (increased risk of drought and heat related illness)</p>	<p>Financial Cost Implication</p> <p>Disruption to Operational Policing Functions</p>	<p>Extreme weather causes disruption to travel networks, disruption to operational performance and damage or access issues to property and assets.</p> <p>Each Department within NYP has a managed dedicated Business Continuity Plan (BCP). Within the BCP's each department have identified the critical activities that will be maintained in the event of a disruption such as extreme weather. The departments identify and document strategic responses to a disruption that can have an effect on the premises, people, assets and resources (ICT and other).</p> <p>NYP is committed to protecting the health and safety of all personnel, however NYP must ensure that during such times they continue to deliver policing services to the communities of North Yorkshire and the City of York, and maintain force Critical Activities.</p> <p>NYP continue to monitor weather forecasts to ensure the organisation is prepared and forewarned.</p>	

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6378	People first	Pandemic and Epidemic Diseases	<p>The World Health Organisation (WHO) monitors a number of diseases</p> <p>Current cases being managed by the WHO include the outbreak of the Ebola Virus Disease (EVD) in West Africa, first reported in March 2014</p>	<p>Increased policing support required to aid the NHS / local authorities manage any cases</p> <p>Disruption to Operational Policing Functions</p> <p>Long term loss of key staff</p>	<p>NYP monitor information provided by the World Health Organisation, UK Government, National Health Service and COBRA.</p> <p>Pandemic / Epidemic response plans have been created to support NYP's internal management of a pandemic situation.</p> <p>Consideration is given to supporting mutual aid where needed which may have an effect on NYP's operational capability resulting in reduced service.</p> <p>NYP's Health & Safety (H&S) Department have a managed Blood Borne Virus Procedure that enables all staff to understand the risks and how to respond to any suspected cases.</p> <p>EBOLA Information has been made available to staff through the Emergency Planning Unit, Business Continuity and Management briefings.</p>	

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6379	People first	Industrial Action by NYP Staff and other Public Sector Organisations	<p>Unions debating on strike action due to the cost of living against fair wages. Unison is campaigning for better and fairer pay</p> <p>During Dec 2014 - January 2015 NYP experience the risk of a proposed Police Staff strike by members of Unions (Unison, GMB and Unite) across the country</p> <p>Trade unions formally rejected a pay increase of 1%. The three trade unions balloted their police staff members for industrial action</p> <p>Industrial action by other blue light services</p>	<p>Disruption to Operational Policing Functions</p> <p>Disengaged Workforce that is Lacking Morale</p> <p>Short term loss of key staff</p>	<p>During the planning stage for the proposed strike 18 December and then 23 January 2015 (that were subsequently cancelled) NYP identified the overarching strategic intention that North Yorkshire Police will continue to deliver a service to the communities of North Yorkshire and the City of York that is consistent and at a normal level of operational capability i.e:</p> <ul style="list-style-type: none"> • Maintain a level of service that will provide public reassurance and ensure NYP are capable of responding to incidents reported; • Respect the right of any member of NYP wishing to take industrial action; • Engage with Unison and facilitate any lawful protest that staff wish to undertake; • Prevent where possible offences taking place in relation to the Public Order Act 1986 and the Trade Union and Labour Relations (Consolidation) Act 1992; • Deal with offences proportionally and ensure offenders are brought to justice. • Ensure staff returning to work following any industrial action are not negatively impacted upon as a result of exercising their right to do so. • NYP have been involved in planning 	

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					for widespread Ambulance Service disruption in the early part of 2015, both have the potential to significantly impact on police demand and service to communities. <ul style="list-style-type: none"> • Horizon Scanning is alerting to potential Fire and Rescue Industrial Action during 2015. 	