Risk Register - Education

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Risk Code	Risk Event	Primary Risk Category	Risk Type	Responsible Person	Causes	Risk Effects	Initial Impact	Initial Likelihood	Initial Risk Rating	Existing Controls	Risk Treatment	Revised Impact	Revised Likelihood	Revised Risk Rating	Risk Action Title
ES&CSSCL01	Inability to staff educational settings to the required levels.	Workforce	Operational Risk	Donald A. Macleod - Chief Officer, Education and Children's Services	High sickness rates Lack of suitable Supply Teachers in geographical areas	Schools are closed Not able to deliver 190 days of education to pupils	3.00 Significant	3.00 Likely	High	Open and continuous recruitment for supply teachers. Retention of retired staff for supply purposes. Use of e-sgoil online teaching where supply is not available. Use of non specialist teachers in emergencies.	Retain the threat	3.00 Significant	3.00 Likely	High	
ES&CSSCL02	Inability to recruit Gaelic Medium Education secondary and primary teachers and other non-teaching support staff including those in Early Learning and Childcare settings	Workforce	Operational Risk	Donald A. Macleod - Chief Officer, Education and Children's Services	Insufficient availability of Gaelic fluent staff for schools Competing demand from other authorities for Gaelic fluent staff Wide competition for Gaelic speakers	Inability to meet statutory requirements for education Failing to meet Gaelic educational requirements	3.00 Significant	3.00 Likely	High	Supported sponsorship for Gaelic fluent staff to access teacher training Regular and enhanced promotion of Gaelic posts Promoting Gaelic opportunities to school leavers Incentivised posts Access to Gaelic language learning programmes	Retain the threat	3.00 Significant	3.00 Likely	High	
ES&CSSCL03	e-Sgoil service reduces or stops	Budget / Financial	Operational Risk	Donald A. Macleod - Chief Officer, Education and Children's Services	Re prioritisation of funding by Government e-Sgoil funding reduces or stops	Inability to continue to deliver the service both at local and national level. Staffing redeployment issues Pupils do not have equitable access to learning	3.00 Significant	2.00 Possible	Medium	Open dialogue with Government Prioritisation of Gaelic resource within e-Sgoil	Retain the threat	3.00 Significant	2.00 Possible	Medium	
ES&CSSCL04	Gaelic Grant reduces or stops	Budget/Financial	Operational Risk	Donald A. Macleod - Chief Officer, Education and Children's Services	Re prioritisation of Government funding Changes to grant criteria and eligibility	Budget shortfall in staffing costs Possible staff reduction Reduction in breadth of Gaelic services	3.00 Significant	2.00 Possible	Medium	Effective and timely report on spend Open dialogue with Government Budget management	Retain the threat	3.00 Significant	2.00 Possible	Medium	