
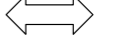

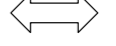


GLASGOW CLYDE COLLEGE STRATEGIC RISK REGISTER							as at 17th February 2017						
Risk Ref	Risk Description	Risk Category	Risk Owner	Score Before Mitigating Actions			Mitigating Actions	Score After Mitigating Actions			Risk Ranking after mitigating actions	Risk Score at last report to the Board in Oct 2016	Risk Increasing/ Decreasing/ No Change
				Probability	Impact	Risk Score		Probability	Impact	Risk Score			
1	Failure to achieve financial sustainability for 2016/17 and future years. (This risk cross refers to all other financial related risks)	Financial	Vice Principal Resources and College Development	5	5	25	i) Financial sustainability is monitored on ongoing basis and longer term financial planning is discussed with the Board. ii) Regular reporting to Committee and Board. iii) Revenue Budget prepared for 2016/17. iv) Working within Glasgow region to aim to deliver sustainable revised activity distribution with reduced SFC funding levels, and cost pressure uplifts. v) Ensure efficient use of teaching staff and monitor and control costs for all areas.	4	5	20	1	20	No Change ↔
2	Potential Impacts of National Bargaining Process (links to risks 5 and 13)	Financial/ Organisational	Principal	5	5	25	i) Representation made through Employers Association Group, Colleges Scotland, Principals Forum, and GCRB, within national bargaining process. ii) Emphasis being made nationally on imperative of financial sustainability and affordability issues particularly given increased staffing costs and challenges of the Glasgow Regional context. iii) Discussion with unions on impact on College financial sustainability and organisational impacts.	4	5	20	2	20	No Change ↔
3	Adverse SFC revenue funding changes	Financial	Principal	5	5	25	i) Financial plans developed within framework of reduced activity funding through Glasgow curriculum review and reduced regional funding for student support funds and capital. ii) Continue to aim to inform and influence SFC funding allocations through Principals Forum, Glasgow Colleges Regional Board, MSPs, and other appropriate bodies. iii) Discussions ongoing on future SFC funding model within the Region.	5	4	20	3	20	No Change ↔
4	Significant externally driven curriculum change	Organisational	Vice Principal - Curriculum and External Relations	5	5	25	i) Significant level of involvement in discussions on the regional curriculum with other Glasgow Colleges and SFC in line with Government and SFC guidance. ii) Ensure impact of any requested change to level and/or type of curriculum, as well as consequent changes in funding allocations, are fully modelled prior to agreement and implementation.	5	4	20	4	20	No Change ↔
5	Negative impact on employee relations (Links to risk 2 and 13)	Organisational	Assistant Principal - HR	5	5	25	i) Focussed work with Trade Unions, specific and regular meetings, ensuring good flow of information, and ongoing communications. ii) Regular staff briefings held to communicate directly with all staff.	4	4	16	5	16	No Change ↔
6	Catastrophic failure of ICT systems/infrastructure or cyber attack on College	Organisational	Vice Principal - Resources and College Development	5	5	25	i) Infrastructure designed not to have single points of failure with all campuses operating a sophisticated dual-core network topology. ii) Virtualisation infrastructure which improves server resilience with two main data centres at different campuses. iii) ICT backup procedures and Disaster Recovery planning. Penetration testing exercise completed. iv) Replacement of the firewall has improved and standardised security at all three campuses. v) Web filtering technology in place. vi) Room based uninterruptible power supply system installed at two main data centres to provide high availability and protection from mains disturbances.	3	5	15	6	15	No Change ↔
7	Failure to achieve contracted ROA and other targets for student activity within stated margins	Organisational/ Financial	Vice Principal - Curriculum and External Relations	4	5	20	i) Plan and deliver portfolio to required quality standards, ensuring appropriate recruitment, retention and profile of students. ii) Take appropriate action to ensure stated targets met. iii) All commercial activity costed at planning stage to ensure viability within required criteria. iv) Work closely with relevant partners to ensure programmes implemented as planned v) Ensure all relevant agency e.g. SDS milestones and documentation requirements achieved.	3	5	15	7	15	No Change ↔

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8	Adverse SFC capital funding changes	Financial	Vice Principal - Resources and College Development	5	4	20	i) Projects progressed to address priority items as per College Capital Masterplan. ii) Original funding allocation for 2016/17 was significant reduction to Region and to College however College successfully bid for £1.1M of the additional capital allocation in October. iii) College plans phased based on affordability and potential for applications to Foundation for some projects.	5	3	15	8	15	No Change ↔
9	Changing economic environment (other than SFC funding)	Financial	Vice Principal - Resources and College Development	5	4	20	i) Close monitoring of all external economic factors affecting the College. ii) College financial planning updated regularly to reflect any new anticipated changes	5	3	15	9	15	No Change ↔
10	Impact of Office of National Statistics Reclassification	Financial	Vice Principal - Resources and College Development	5	4	20	i) Ensure compliance with requirements as a result of reclassification ii) Financial planning updated regularly as required and monthly returns to SFC being submitted. iii) Active membership of sector Reclassification Implementation Group which is looking at all consequences of reclassification.	5	3	15	10	15	No Change ↔
11	Audit Scotland Section 22 Report and potential impacts	Reputational	Clerk to the Board	5	4	20	i) Prepare senior management for potential attendance at Public Audit Committee. ii) PR/media strategy to be developed associated with the section 22 report. iii) Board to be provided with briefing pack and standard media response to be developed.	5	3	15	11	15	No Change ↔
12	Failure to achieve surplus targets for non-SFC/ commercial activity	Financial	Assistant Principal - International and Business Development	4	5	20	i) Regular monitoring between Business Development Unit and Faculty Management and replacement activity identified as required. ii) Costing templates completed for all commercial activity iii) Increased engagement and marketing effort to maintain current business but also to open and grow new income streams in 2016-17. iv) Spread of activity across a range of activity areas to reduce risk of one large contract failure to overall surplus.	3	5	15	12	15	No Change ↔
13	Industrial Action (Links to risks 2 and 5)	Organisational/ Reputational	Principal	3	5	15	i) Business continuity planning used to ensure all stakeholders appropriately communicated with in any potential industrial action. ii) Plans to minimise disruption where possible especially where action will impact on students' ability to continue/complete courses successfully.	3	4	12	13	20	Decreasing
14	Failure to meet all legislative and regulatory requirements and/or recommended guidance	Governance/ Reputational	Principal	4	5	20	i) Maintain ongoing dialogue with relevant bodies e.g. SFC and GCRB. ii) College ensure full knowledge and implementation of legislative, regulatory and guidance requirements including requirements of Financial Memorandum with SFC. iii) Individual managers required to keep up to date with legislation relating to their areas and implement appropriate controls iv) Seek legal advice as required.	3	4	12	14	12	No Change ↔
15	Failure to recruit and retain appropriate staff / high absence rate / skill shortages/ loss or absence of key staff members	Organisational/ Reputational	Assistant Principal - HR	4	5	20	i) Recruitment and retention of staff for some skills areas remains challenging and College continues to use a range of approaches as appropriate. ii) Maintain open channels of communication with trade unions, college managers and their staff, and effective attendance management process in place. iii) All new staff have an induction process and annual training programme undertaken. iv) Cover to be arranged as required for absence of key staff members.	3	4	12	15	12	No Change ↔
16	Disruption of relationship with key governing organisations	Governance/ Reputational	Principal	3	5	15	i) Work within roles, responsibilities and legal implications of Post-16 Legislation and associated related guidance. ii) Working closely with GCRB Executive Officer on appropriate policies, procedures and reporting framework. iii) Glasgow Colleges Group meet to input and link within Region and attend GCRB. iv) Liaison with SFC and Scottish Government on all relevant matters. v) Proactive role of Board in ensuring meet all Post-16 legislation requirements. vi) Monitor developments following of Enterprise and Skills Review and impacts	3	4	12	16	8	Increasing

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17	College no longer assessed as a financial going concern	Financial	Vice Principal - Resources and College Development	3	5	15	i) This will continue to be monitored on an ongoing basis and formally assessed as part of the annual financial statements.	2	5	10	17	10	No Change
18	Failure of College operational processes/ systems (including risk of fraud)	Organisational	Vice Principal - Curriculum & Ext. Rels/ Vice Principal Resources & College Dev.	4	4	16	i) Monitoring systems in place and feedback from relevant staff. ii) Any issues addressed as necessary and action taken. iii) Meetings as required of senior managers to resolve operational issues timeously. iv) Fraud response plan in place.	3	3	9	18	9	No Change
19	Property issues	Organisational/ Financial	Vice Principal - Resources and College Development	4	3	12	i) Capital masterplan in place and related to estates condition survey which highlight required investment to maintain estates. ii) Alternative temporary accommodation for horticulture and landscaping provision and new build proposal underway. iii) Residences actions being taken re dilapidations works required and dialogue with administrator re potential sale/irritation of lease agreement.	3	3	9	19	9	No Change 
20	New / Increased competition	Organisational/ Financial	Principal	4	3	12	i) Participation in national/regional groups to influence issues regarding potential competition. ii) Discussions within Glasgow Colleges Group and with other partners. iii) Effective competitor analysis, clear branding and focused marketing.	3	3	9	20	9	No Change 
21	Cashflow issues	Financial	Assistant Principal - Finance and Infrastructure	4	3	12	i) Cashflow forecasts submitted monthly to SFC as required. ii) Cash planning undertaken on a detailed basis with SFC funding transfers dependent on forecasts. iii) Timeous invoicing for all sales areas.	3	3	9	21	9	No Change 
22	High Impact Disaster for College e.g. fire, long term power loss	Organisational	Vice Principal - Resources and College Development	3	5	15	i) Business Continuity Plan in place. ii) Test exercises undertaken with any related changes actioned. iii) Estates condition survey prepared and required projects planned. iv) Derogation to continue commercial insurance in place	2	4	8	22	8	No Change 
23	Failure to achieve acceptably high standard quality of teaching delivery and support for students	Organisational/ Financial	Vice Principal - Curriculum and External Relations	3	2	6	i) Monitor KPIs across all subject areas. ii) Quality mechanisms undertaken through annual cycle including self evaluation and internal and external verification processes. iii) Heads of Curriculum monitor quality during year and follow up on any issues.	2	2	4	23	4	No Change
24	Failure to comply with Health and Safety requirements	Organisational	Assistant Principal - Organisational Development	1	5	5	i) Glasgow Clyde College Health and Safety Committee and Campus Forums meet regularly to monitor health and safety arrangements and any issues are raised. ii) Health and Safety Officers working across the three campuses. iii) Health and safety governance internal audit completed.	1	4	4	24	4	No Change 
25	Failure to recruit, induct and retain an appropriately experienced Board of Management	Governance	Principal	3	4	12	i) Recruitment of new Board of Management members now undertaken and majority of vacancies now filled including new Chair. ii) Induction training held and annual training assessment for Board members to be undertaken.	1	3	3	25	3	No Change 