Appendix 4

Risk Commentary from the December 2008 Council Report

9 RISK COMMENTARY

9.1 The most significant risk is opposition by the teaching (and other) Trade Unions bodies to staff changes in particular. To mitigate this risk dialogue will continue with Union representatives.

9.2 There is a risk that the reduction and changes to Education and Lifelong Learning's central staff will diminish the ability of the Department to support schools and parents at a time when schools will be undertaking very significant changes themselves. This risk will be monitored and reviewed and may be mitigated through the appointment of an Implementation Manager.

9.3 There is a risk to the continuity of children's services during .the transition period from the current structure. Staff and schools will be very alert to this possibility and will work to mitigate any negative impact on pupils. Implementation plans will also focus on mitigating the impact through the transition period.

9.4 The proposals to deliver many services locally may cut down on car journeys for both staff and parents and this could have a positive impact on the environment. No other environmental risks have been identified.

9.5 The delay in implementing the Work Package 4 recommendations will mean that Community Services will not be part of the overall TCS changes. In particular, the delay may result in Community Services being unable to play a full role in the development of the learning communities and the Additional Needs Localities Teams. This will be mitigated by ensuring involvement of appropriate Community Services staff in the ongoing development of the learning communities and Locality Teams.