

Conveners' Committee

Date of Meeting	28 April 2025
Paper No.	CC3-J
Agenda Item	4.4
Subject of Paper	Strategic Risk Review
FOISA Status	Disclosable
Primary Contact	Drew McGowan Associate Director of Governance and Risk
Date of production	1 April 2025
Action	For Discussion

1. Recommendations

- 1.1. To discuss the Strategic Risk Register for risks reported to the Committee, agreeing to recommend any changes to the Board of Management for final approval.
- 1.2. To note the Risk Management Action Plans for risks reported to the Committee.

2. Consultation

- 2.1.** All strategic risk owners were consulted during the latest quarterly review.

3. Key Insights

- 3.1.** Risk management is a key component of the College's internal control and governance arrangements and, as such, is an important responsibility of the Board of Management, the Executive Leadership Team (ELT) and the Senior Management Team (SMT). Final approval of the Strategic Risk register is reserved to the Board and the Audit & Assurance Committee has oversight over the College's risk management approach.
- 3.2.** ELT and SMT members are invited to review the risks they own on a quarterly basis. This is to ensure that the College, our Board and its committees, remain aware of any changes in the risk environment and that our risk management plans remain up-to-date and effective. Committees review the risks that are within their remit and recommend any changes to the Board for final approval.
- 3.3.** The Strategic Risk Register and the MAPs are enclosed for the Committee's consideration and approval of members. Two strategic risks are reported to the Committee. No changes to risk scores are proposed in this review.

4. Impact and Implications

- 4.1.** The effective management, control and mitigation of risks are essential to the College's institutional and financial sustainability, compliance, reputation and future growth.

Appendix 1: Strategic Risk Register

Appendix 2: Risk Management Action Plans

Impact and Probability Criteria

Score	Impact	Probability
1	Insignificant: the risk has minimal to no effect on the College's operations, objectives, reputation, stakeholders or financial sustainability.	Highly Unlikely: the likelihood of the risk occurring is minimal. It would be estimated that the risk has a 1-5% chance of happening.
2	Minor: the risk may cause slight disruption or impact on the College's operations, objectives, reputation, stakeholders or financial sustainability.	Unlikely: the likelihood of the risk occurring is unlikely but still possible. It would be estimated that the risk has a 6-25% chance of happening.
3	Moderate: the risk has a noticeable impact or disruption, affecting the College's operations, objectives, reputation, stakeholders or financial sustainability.	Possible: the likelihood of the risk occurring is reasonable. It would be estimated that the risk has a 26-50% chance of happening.
4	Major: the risk has a substantial impact on the College's operations, objectives, reputation, stakeholders or financial sustainability.	Likely: the likelihood of the risk occurring is probable. It would be estimated that the risk has a 51-75% chance of happening.
5	Critical: the risk is a severe threat to the College's operations, objectives, reputation, stakeholders or financial sustainability.	Almost Certain: the likelihood of the risk occurring is highly likely. It would be estimated that the risk has more than a 75% chance of happening.

Key

Pr	Principal & CEO
DPr	Depute Principal & COO
CFO	Chief Financial Officer
VPSE	Vice Principal Student Experience
VPCDI	Vice Principal Corporate Development
VPPCS	Vice Principal People & Corporate Services
ADGR	Associate Director of Governance & Risk
DE	Director of Excellence
DCS	Director of Corporate Support
DSE	Director of Student Experience
DIT	Director of IT

- ↗ New risk or existing risk score has increased since the previous review.
- ↘ Risk score has decreased since the previous review.
- ↔ Risk score has not changed since the previous review.

Risk Matrix

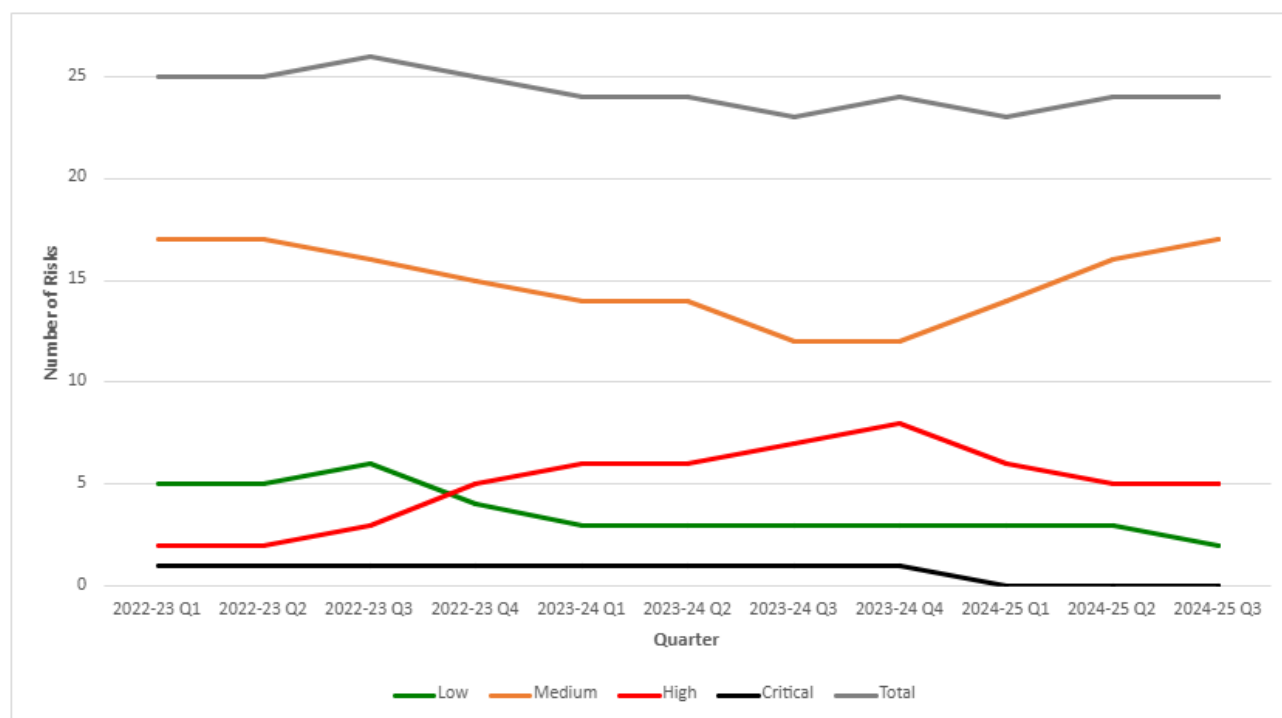
	5	5	10	15	20	25
5	5	10	15	20	25	
4	4	8	12	16	20	
3	3	6	9	12	15	
2	2	4	6	8	10	
1	1	2	3	4	5	
	1	2	3	4	5	

- LIKELIHOOD**
- IMPACT**
- Low (1-5)** Acceptable level of risk subject to periodic review
 - Medium (6-12)** Moderate level of risk subject to regular monitoring and mitigating actions and plans being in place
 - High (15-20)** Unacceptable level of risk requiring immediate actions and plans to prevent or mitigate
 - Critical (25)** Critical level of risk requiring urgent attention and actions to prevent or mitigate

Risk Appetite

Risk Appetite ¹	Risk Categories
Avoid: The College avoids any form of risk, striving to maintain an entirely risk-free approach.	Preparedness
Averse: The College prefers to accept minimal risk, prioritising safe decision-making while recognising potential limitations on innovation and opportunities.	Compliance and Governance
Cautious: The College is willing to accept some low risks while primarily favouring safe decision-making, acknowledging the potential for restricted innovation and limited outcomes.	Financial
Moderate: The College tends to expose itself to moderate levels of risk, aiming for acceptable, though not overly ambitious, outcomes.	Reputation
Open: The College is open to innovative decisions and strategic implementations, prioritising productive outcomes even when accompanied by elevated risk levels.	Change and Development People and Culture
Hungry: The College actively seeks pioneering decisions and strategic implementations, embracing substantial risk to secure highly successful outcomes and benefits.	Education and Student Experience

Score Trend Chart



¹ Full risk appetite statements for each risk category are outlined in the Risk Management Policy.

Strategic Risk Register

The Risk			Assessment			Changes		Board
ID	Risk Title	Owner	Impact	Prob.	Net Score	Trend	Updated	Committee
SR1	Failure to support successful student outcomes and progression	VPSE	5	2	10	↔	Jan '25	Learning
SR2	Failure to establish an optimal pedagogical model	VPSE	5	1	5	↔	Oct '24	Learning
SR4	Failure of the College's duty of care to students	VPSE	5	2	10	↔	Sept '24	Learning
SR5	Failure to realise planned benefits of Regionalisation	Pr DPr	3	3	9	↔	Apr '25	Conveners'
SR6	Negative impact upon the College's reputation	VPCDI	3	3	9	↔	Jan '25	Development
SR7	Failure to achieve improved business development with stakeholders	VPCDI	3	3	9	↔	Jan '25	Development
SR8	Failure to manage strategic risks associated with CGI Ltd	VPCDI	5	2	10	↔	Jan '25	Development
SR9	Failure to manage performance and achieve improved performance	DE	5	3	15	↔	Jan '25	Audit
SR10	Failure to attract, engage, and retain suitable staff	VPPCS	4	4	16	↔	Jan '25	People
SR12	Negative impact of statutory compliance failure	DPr ADGR	5	2	10	↔	Jan '25	Audit
SR13	Failure of compliance with Environmental Social and Governance (ESG) duties	DPr ADGR	5	2	10	↔	Jan '25	Audit
SR14	Failure of compliance with the General Data Protection Regulations (GDPR)	DPr	4	2	8	↔	Jan '25	Audit
SR15	Failure of corporate governance	Pr ADGR	5	1	5	↔	Mar '25	Audit
SR16	Failure of business continuity	ADGR	4	2	8	↔	Feb '25	Audit
SR17	Negative impact of industrial action	VPPCS	5	2	10	↔	Jan '25	People
SR18	Failure of IT system security	DIT	5	2	10	↔	Jan '25	People
SR19	Failure to achieve operating surplus	CFO	4	4	16	↔	Jan '25	Finance
SR20	Failure to maximise income via diversification	CFO VPCDI	4	3	12	↔	Jan '25	Development
SR21	Failure to obtain funds from the Foundation for the College's priorities	CFO	4	3	12	↔	Mar '25	Finance
SR23	Failure to secure a sustainable model/level of funding	CFO	4	4	16	↔	Jan '25	Finance
SR24	Failure to secure sufficient capital investment	CFO	4	4	16	↔	Jan '25	Finance
SR26	Failure to prepare and respond to emerging public health incidents and crises	DPr	5	2	10	↔	Jan '25	Conveners'
SR27	Failure to prepare for the impact and harness the capabilities of AI	VPSE	3	3	9	↔	Jan '25	Learning
SR28	Failure to manage strategic, physical and digital assets and infrastructure effectively	VPCDI CFO	4	3	12	↔	Jan '25	Development

Risk Management Action Plans

The Risk						Net Score				Gross Score			Changes		
ID	Risk Title	Owner	Risk/Treatment Description	Developments/Commentary	Appetite	Impact	Prob.	Score	Target	Impact	Prob.	Score	Trend	Updated	History
SR5	Failure to realise planned benefits of Regionalisation	Pr DPr	<p>There is a risk that the College may fail to realise the planned benefits of Regionalisation, leading to a negative impact on our position within the Regionalisation Agenda. There is a further risk that the College fails to manage changes to governance arising from regionalisation to the benefit of the College and our stakeholders.</p> <p>To treat this risk, the College will maintain effective dialogue with the GCRB, SFC, Scottish Government and other colleges. Additionally, the involvement of college senior staff in regional strategic groups will be ensured to actively participate in decision-making processes, enabling the College to adapt and align with the regional agenda effectively.</p>	<p>Apr '25: The Principal and Chair continue to engage with their counterparts at Clyde and Kevlin to develop the 'Glasgow Leadership Group', a forum that will enable the colleges to coordinate their work post-GCRB.</p> <p>Jan '25: The Minister has announced that the GCRB will be dissolved on 31 July 2025. After this date, the College will be classified as a 'regional college' and report to the Scottish Funding Council. The SFC is leading on the transition on the College will work with GCRB, SFC and sister institutions to progress this.</p> <p>Oct '24: The College submitted a response, as well as a joint response our sister Glasgow colleges, to the Scottish Government's consultation on the review of RSBs. We are awaiting further announcements from the Minister.</p>	Open	3	3	9	3	5	4	20	↔	Apr '25	Aug '23: Edited for transfer to new MAP.
SR26	Failure to prepare and respond to emerging public health incidents and crises	DPr	<p>There is a risk that the College fails to learn the lessons of COVID-19, and is unprepared for the next pandemic or public health crisis.</p> <p>To respond to this risk, the College needs to ensure that its Business Continuity Plans adequately address the need to maintain a state of preparedness for an as yet undefined public health emergency, and must be ready to respond quickly and decisively to the first signs of an emerging issue.</p>	<p>Jan '25: As outlined in SR16, a new Incident Management Plan has been drafted and approved to enhance the College's preparedness for incidents and crises.</p> <p>Aug '24: As per SR16, the business continuity desktop exercise was delivered in May 2024. The recommendations will be implemented as part of the planned review of business continuity, with an unannounced exercise thereafter. The World Health Organisation has announced that the upsurge of mpox in a growing number of African countries constitutes a public health emergency of international concern. The UK Health Security Agency has said that the risk to the UK remains low. The College will continue to monitor developments.</p>	Averse	5	2	10	5	5	5	25	↔	Jan '25	Aug '23: New risk added to replace SR25.