

**CRIMINAL RECORDS BUREAU/INDEPENDENT SAFEGUARDING AUTHORITY (CRB/ISA) POLICY - RISK MATRIX – ANNEX B**

<b>Issue/Risk</b>	<b>Consequences if allowed to happen</b>	<b>Likelihood</b>	<b>Impact</b>	<b>Mitigation</b>	<b>Mitigated Likelihood</b>	<b>Mitigated Impact</b>
Damage to reputation	Specific to within the community and wider arena if the Council is seen not to take responsibility for the safe recruitment of new employees and to do re checks on existing employees	<b>4</b>	<b>D</b>	By operating a strict rechecking policy and ensuring all relevant posts are CRB and ISA checked prior to start of employment, will mitigate the risk to the Council.	<b>1</b>	<b>A</b>
Employing/Licensing barred individuals	Bad reputation for the Council and wider Safeguarding Agenda issues if employ/licence anyone who has been barred by the ISA	<b>4</b>	<b>D</b>	The application of the policy and procedures ensure fairness and consistency across the entire Council.	<b>1</b>	<b>A</b>
Not having clear policies / mitigation	Managers may make inconsistent decisions or fail to follow unclear due process. Since April 2009, ET courts have the power to award up to 25% more to an individual unfairly dismissed through lack of clarity of procedure or failure to adhere to process.	<b>4</b>	<b>D</b>	By implementing clearer due process, the Council can mitigate confidently that due diligence, from investigation to decision has been carried out lowering the impact of the consequences to the Council or employees.	<b>1</b>	<b>A</b>

<b>Score</b>	<b>Likelihood</b>	<b>Score</b>	<b>Impact</b>
1	Very Low	A	Low
2	Not Likely	B	Minor
3	Likely	C	Medium
4	Very Likely	D	Major
5	Almost Certain	E	Disaster