



Business Continuity Strategy 2025

A programme for developing plans to minimise disruption when unplanned events significantly interrupt normal business.

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BUSINESS CONTINUITY STRATEGY 2025

Contents

1.0	Introduction.....	3
2.0	Overview	3
3.0	Aim and Objectives	4
4.0	Governance	4
5.0	Scope	5
6.0	The Business Continuity Process	5
7.0	Responsibility for Business Continuity	6
8.0	Links	8
9.0	Training.....	8
10.0	Review Process	8
Appendix 1 Roles & Responsibilities		9
Appendix 2 Critical Services.....		10
Appendix 3 Department Plans List		11

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1.0 Introduction

Colchester City Council provides a wide range of services to the local community, many of which are statutory functions. Any failure, actual or perceived, to deliver the full range of services will have a negative impact on both the community and the authority. As such, all reasonable measures should be adopted to minimise the likelihood of business or service interruption.

The Civil Contingencies Act 2004 places a specific duty on local authorities to ensure that they have prepared, as far as reasonably practical, to continue to provide critical functions during any disruptive incident.

However, the Civil Contingencies Act is just one of the key drivers for business continuity. External assessments, such as the benefits inspection and the Lexcel accreditation, require robust business continuity arrangements to provide assurance that quality services will always continue to be provided. But above all, business continuity is critical to the Council in its ability to survive an incident with as little disruption to services and reputation as possible.

This Business Continuity Strategy provides the programme for developing plans that will prevent or mitigate the severity of potential disruptions and enable the Council to effectively respond to incidents.

The policy will identify the mitigation measures, specific recovery objectives, the structure for implementation and the communication process to keep staff, partners and the public informed of necessary changes to service delivery.

2.0 Overview

The policy adopted for development of the business continuity plans can be summarised as follows:

- **The Corporate Incident Management Plan** will form the basis of the Council's response to a Business Continuity Incident. This is an operational document designed to assist the authority in the event of a disruption occurring. The plan sets priorities and communications to ensure an appropriate response to any disruption. This is supported by service specific business continuity plans which ensure that each service can respond appropriately to an incident whether it is a corporate or service specific interruption.
- **Critical services scope** highlights all the Council's critical services which should be prioritised during a disruption.
- **The City Emergency Response Plan** is the overall tool for the Council and event controllers. This is an operational plan that has details on pre-identified Rest Centres, Volunteers and communication procedures.

- **Incident specific plans** are also developed for corporate issues where the risk indicates sufficient likelihood of occurrence and the impact is seen to be severe, such as pandemics, power failures and technology failure.
- **Business Impact Assessment (B.I.A.s)** are undertaken to be able to develop the plans. B.I.A.s assess the key risks and key services at both corporate and service level, and their maximum tolerable period of disruption (MTPD), which will help to identify preventative measures that can be undertaken.

3.0 Aim and Objectives

The aim of the strategy is:

- To support the Council in anticipating risks for the purpose of mitigating them and having flexible plans in place, which are already tested, to minimise disruption when unplanned events significantly interrupt normal business.

The objectives are:

- To identify preventative measures that can be carried out to minimise the likelihood of an incident occurring.
- To ensure the Council can continue to exercise its functions in the event of an emergency, ensuring that statutory requirements are maintained.
- To integrate the Business Continuity requirements with the Emergency Planning responsibilities of the Council to ensure that in the event of a major disruption the Council can respond appropriately both internally and externally.
- To identify the essential services, to determine overall priorities for recovery of functions if disruption takes place.
- To ensure all Council service areas are involved in the preparation of the Plan, so that there is an effective and consistent response to service continuity.
- To develop a process to review and update the plan and develop service area, functional or specific plans where necessary, to protect the services and reputation of the Council.
- To undertake training and awareness programmes for staff, suppliers, and partners.
- To carry out regular tests of the Plan to validate the arrangements.

4.0 Governance

Establishing Governance for business continuity provides a central point of accountability for implementation and continuous monitoring of the Councils activities in accordance with the business continuity policy.

The Council is committed to ensuring we have an effective business continuity programme by providing oversight and support, including provision of adequate

resources and approval of budget. The Business Continuity Programme will be monitored and reviewed regularly to ensure the requirements are being met.

Richard Block, Chief Operating Officer at Colchester City Council.

“Colchester City Council recognises that whatever disruption or emergency might affect the Council, the continuity of our services to our community is essential, and that effective Business Continuity Management is fundamental to ensuring that resources are directed to where they are most needed.

This Business Continuity Strategy underpins the Councils commitment to the delivery of services, along with a framework for delivering a robust and effective Business Continuity process. Whilst all Councillors and officers have a responsibility in ensuring effective delivery of services, the strategy sets out the specific roles of the Governance and Audit Committee, who oversee and endorse the strategy, the Chief Operating Officer, who is responsible for ensuring that there is an effective business continuity framework and the Senior Management team, who are responsible for ensuring that the business continuity risks to their services are appropriately managed”

5.0 Scope

The Council has ensured there is a clear definition of which areas of the organisation should be included in the scope and which are excluded. This enables us to focus the business continuity programme and associated activities on the Council's priorities and ensures the programme makes the best use of available resources.

The scope has been agreed by the Senior Leadership Board which comprises the Chief Executive, Deputy Chief Executive, Chief Operating Officer and Directors all of whom have a great understanding of the Council's Strategy, Objectives, Culture, operating environment, and our approach to risk which is essential when considering the scope of the programme.

Taking this organisational view and collaborating with others at this stage will be key to the Council implementing the business continuity policy and programme and the overall resilience of the Council.

Appendix 2 lists our critical and supporting services which will be included in our scope. These services make a significant contribution to the Council's reputation, income, and success.

Appendix 3 lists our services which will not be included in our scope, but each service will have their own departmental plans and will be covered by other specific plans such as our ICT Failure, Power failure and the Council's Pandemic Flu Plan.

6.0 The Business Continuity Process

Irrespective of an unusual or disruptive event, occurring internally or externally, the capabilities of the Council to provide its statutory and legal duties, services to the

community and income generation must be maintained. This process aims to address the issues likely to arise, and to identify measures to mitigate them.

The Business Continuity process aims to address the issues likely to arise, and potential solutions, grouped in the following three areas:

- MITIGATION - Identify and select proactive measures to reduce likelihood of disruption
- CONTINUITY AND RECOVERY - Maintenance of essential services and set timescales for recovery, returning to normality
- INCIDENT RESPONSE STRUCTURE - Provide a mechanism for responding to an incident

Business Continuity is an on-going cyclical process of risk assessment, management, and review with the purpose of ensuring that the business can continue if risks materialise.

The effective implementation of business continuity has 6 stages:

- Policy and Programme Management
- Embedding business continuity
- Analysis
- Design
- Implementation
- Validation

7.0 Responsibility for Business Continuity

To be effective Business Continuity should be fully endorsed and actively promoted by senior management and there should be a clearly defined responsibility for co-ordination of Business Continuity. However, it does not belong to one person, or role, and every service has a responsibility for ensuring that they can respond to an interruption.

There are three levels of responsibility for managing the business continuity process:

1. Resilience Officer
2. Head of Governance
3. Chief Operating Officer

There is a core role of co-ordinating the process and ensuring that services have access to information and assistance when building their own plans. The co-ordinator also has responsibility for ensuring that key partners are involved in the process.

If there is a disruption, there should be a defined incident management team who will have overall control of the situation. The role of setting this team up will belong to the Resilience officer and will be led by a head of service. They will be responsible for maintaining details of this team ensuring that they are fully briefed on executing the plan and are informed of any potential issues that may arise.

All heads of service are responsible for ensuring that their service has its own response plan and can manage the continuity and recovery for the functions within that service. The team is likely to consist of one person for the process of defining the response plans and day to day co-ordination of Business Continuity but will call upon other heads of service when the plan needs to be put into practice.

6.1 Business Continuity Management

The Business Continuity process will be undertaken by all Heads of Services with full support from the Senior Leadership Board.

Heads of Service will select a Business Continuity Coordinator from their service area to form part of the Business Continuity Coordinators Group who will update their service area plans regularly.

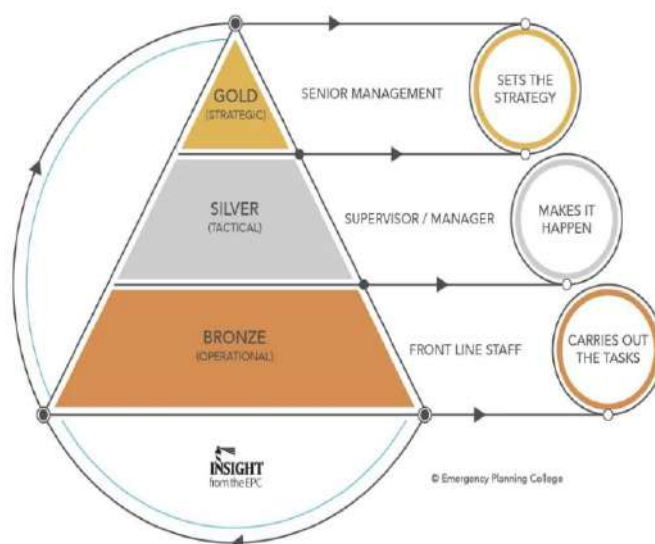
6.2 Business Continuity Response

Colchester City Council response during an incident will follow this structure.

Gold/Strategic – Senior Leadership Board

Silver/Tactical – Incident management Team (Heads of Service and senior managers)

Bronze/Operational – Business Continuity Coordinators and all staff



Appendix 1 sets out the roles and responsibilities for Business Continuity at all levels.

8.0 Links

To be an effective management tool and to truly embed the process throughout the organisation the plan should recognise and be influenced by the Council's operational and strategic risk registers, this will lead automatically to the plan linking into the Internal Audit plan, the strategic plan, and the budget process. The plan should also recognise the Community Risk Register, maintained by the Essex Resilience Forum, to ensure that external impacts are recognised and allowed for.

The Business Continuity process must also be closely linked to the Emergency Planning process. In any major scenario it is likely that other organisations in the city will be impacted as well, and it is essential for the Council to be able to respond to their requirements as well as its own. Due to the nature of the response required from Emergency Planning it is likely that they will be the first service to receive external information regarding potential issues and it is imperative that there is a system for incorporating these issues in the Business Continuity process.

The Plan should also be aligned to the international standard for Business Continuity ISO 22301 – 2012 and the BCI 'Good Practice Guidelines 2018'.

9.0 Training

All members of the Senior Leadership Board, Incident Management Team and the Business Continuity Coordinators need to be trained, and exercised, on an annual basis to ensure that they are fully aware of how to implement the plan. All staff should be informed of the process and further training should be available if required.

All training given and undertaken externally will be recorded and kept up to date by the Resilience Officer.

10.0 Review Process

The Plan will be reviewed annually to ensure that it is still relevant to the Council's needs. However, the individual plans for the services will be subject to review every six months to ensure that information on service functions and contact details are kept up to date. All plans require sign off from a head of service.

Appendix 1

Roles & Responsibilities for Business Continuity

	Strategy and Plan	Defence	Continuity	Recovery
Members	Agreeing the policy and plan determined by Officers.	Endorsing the defence plans and ensuring that political decisions are taken with due regard for business continuity.	Political will to ensure that there is a united approach to business continuity.	Political will to ensure that there is a united approach to Recovery.
Corporate Governance Manager & Resilience Officer	Devising and co-ordinating the policy and plan.	Ensuring that the defence actions are appropriately implemented, regularly reviewed and services have developed their own plans.	Co-ordination of the Corporate Response Team and the Service Action Teams. Guidance on the plan and mitigating actions during the incident.	Co-ordination of the Service Action Teams. Guidance on the plan and reporting progress of Recovery to senior management.
Senior Leadership Board	Approval and support of the policy and Plan.	Critical review and approval of the Defence actions.	Set the strategy During the incident.	Support the actions of the incident manager Team and endorse Recovery priority for services.
Incident management Team	Overview of policy and Plan. Review of new issues.	Critical review of The defence plans. Ensuring that the information contained within The plan is accurate. Annual testing of the plan.	Control the response to the incident until such time as the organisation enters The Recovery stages. Ensuring that priority services are afforded The proper support. Ensuring information available to Members and staff. Keeping Senior Leadership Board informed.	Review the actions of Senior Leadership Board Facilitate full Recovery and ensure that Recovery follows the correct priority. Liaison with external agencies. Ensuring information is available. Keeping Senior Leadership Board informed.
BC Coordinators	Overview of policy and Plan. Review of new issues	Ensuring that the information contained within The plan is accurate. Annual testing of the plan.	Providing support. Ensuring information available to heads of service and staff. Keeping staff and heads of service informed.	Assist head of service With the recovery of The service.
Employees, contractors and partners	Knowledge of the policy and plan, and awareness of impact on own Job / service.	Knowledge of the Defence plans and awareness of impact on own job / service	Assist with the incident where required. Know how to / who to contact in emergency.	Assist with Recovery where required. Understand how they fit into the Recovery of their Service.

Appendix 2

Colchester City Council Critical Front-Line Services

- Waste Collection and Recycling
- Contact centre
- Bereavement services
- Community response & enabling
- Environmental protection
- Website organisational and commercial
- Building Control
- Helpline/CCTV
- ICT
- Communications
- Food & Safety (Food poisoning outbreaks)
- Corporate Landlord
- Health & Safety
- Insurance
- Revenues and benefits/control
- Senior leadership team

Colchester City Council Critical Supporting Services

- Finance Including payments process (Accounts Payable, Accounts Receivable, Benefits)
- Payroll
- Human Resources
- Emergency Planning and Business Continuity
- Democratic Services (Member support)

Colchester Borough Homes Critical Services

- Emergency Response
- Homelessness services and support for sheltered housing residents
- Contact with vulnerable tenants
- Operations Customer contact centre

Note: These specific risks to Colchester Borough Homes are covered in their own Business Continuity Plan so they will not be detailed within the Colchester City Council business continuity programme

Appendix 3

Colchester City Council Departmental Plans

- Licensing
- Safeguarding
- Community Safety
- Healthy Homes
- Animal services
- Private sector housing
- Aquatics
- Commercial
- Sports & Fitness
- Business Improvement and controls commercial
- Sports Park
- On street parking
- Joint parking committee
- Off street parking
- Shared operational services for partner authorities
- Shared operational and parking services for other authorities
- Colchester Museums
- Ipswich Museums
- Visitor and cultural services
- Tourism
- Heritage
- Economic growth
- Regeneration
- Inclusive skills and employment
- Team Colchester
- City centre development
- Town Deal
- Levelling up
- Climate change and energy
- Sustainable travel
- Parking client
- Parks & open spaces
- Place
- Planning Enforcement
- Planning
- Graden communities
- Procurement & purchasing
- Accounts payable
- Accounts receivable
- Corporate debt

- Legal services
- Elections
- Internal audit
- Civic and members
- Hall keeping
- Strategic housing
- Housing client team
- Community and partnership
- Inequalities
- Health alliance
- Financial equality and wellbeing