

# Enfield Brexit Panel: Agenda

Date: **27<sup>th</sup> January 2020**

Timing: **5pm – 6pm**

Venue: **Place Shaping Room, 1<sup>st</sup> Floor, Civic Centre**

## Invitees:

Cllr Ian Barnes, Ian Davis, Andrea Clemons, Bindi Nagra, Claire Johnson, Claire Reilly, David Greely, David Stacey, Deborah McBeal, Despina Johnson, Doug Wilkinson, Fay Hammond, Gemma Young, Glenn Stewart, Harriet Potemkin, Helen Papadopoulos, Jackie Liveras, Jayne Middleton-Albooye, Jeremy Chambers, Jill Harrison, Jinjer Kandola, Julie Mimmagh, Karli Brandon, Kelley Hamilton, Lee Shelsher, Mary Monaghan, Matt Bowmer, Natalie Fox, Paul Danks, Peter Alekkou, Petra Lazar, Sarah Carey, Shaun Rogan, Stacey Walker (NMH), Stuart Lines, Tony Theodoulou

Apologies: None

## **A G E N D A**

- 1 Welcome and Introductions**
- 2 Actions from previous meeting on 17/12/2019**
- 3 Update from Sam Buckley regarding the Origins Software**
- 4 Risk Register health check** (paper attached)
- 5 Update from the Single Point of Contact** (Enfield Council)
- 6 Operational updates**
  - Metropolitan Police
  - Health leads (external and internal)
  - Enterprise Enfield / NLCCI
  - Citizens Advice Enfield
  - Libraries
  - Communications
- 7 Any other business**

- i. Date of next meeting: **Monday, 17<sup>th</sup> February 2020 at 5pm**

# Enfield Brexit Panel Meeting

Tuesday 17<sup>th</sup> December 2019 at 4.30 pm

## Action Notes

**Invitees:** Cllr Barnes, Jeremy Chambers, Jayne Middleton-Albooye, Gemma Young, Peter Alekkou, Tony Theodoulou, Bindi Nagra, Lee Shelsher, Claire Reilly, Doug Wilkinson, Matt Bowmer, Jill Harrison, David Stacey, Kelly Hamilton, Claire Johnson, Andrew Golder, Jackie Liveras, Andrea Clemons, Helen Papadopoulos, Julie Mimmagh, Matt Bowmer, Glenn Stuart, Alan Beaton.

**Apologies:** Petra Lazar, Paul Danks, Despina Johnson, Sarah Cary, Natalie Fox, Shaun Rogan, Ian Davis, David Greely, Fay Hammond, Kelly Hamilton, Deborah Johnson, Nathalie Fox.

1.	<b>Welcome and Introductions</b> The Chair and panel introductions given. <ul style="list-style-type: none"><li>• 31<sup>st</sup> January Brexit trade talks begin.</li><li>• EU Settlement Status will end December 2020.</li></ul>	ACTION
2.	<b>Actions from previous meeting of 25<sup>th</sup> November 2019</b> The minutes from the previous meeting were agreed. <ul style="list-style-type: none"><li>• New Burdens form received from the Government to reimburse us for any time spent on looked after children who require status.</li><li>• Doug Wilkinson to check with supply chain re gritting.</li></ul>	Doug Wilkinson
3.	<b>Presentation from Sam Buckley</b> Origins is a computer program for interactive graphing and data analysis which runs on Microsoft Windows. Based on analysis of millions of names globally the software predicts the ethnicity, nationality and language of individuals based on names. This information can help us understand our residents and service users. Recent survey findings are helpful to support EU registration.  Sam Buckley to find out whether the software can show the ethnicity by road which can be useful when doing mailshots.  The meeting agreed that the information held could be quite contentious. Sam Buckley to liaise with other boroughs who already hold this information to see what their protocol is.	Sam Buckley  Sam Buckley
4.	<b>Risk Register Health Check (paper attached)</b> Risk Register unchanged since last meeting.	

5.	<p><b>Update from Single Point of Contact (Enfield Council)</b></p> <p>Since the meeting on the 25<sup>th</sup> November there have been no updates from London Resilience.</p> <p>JC contacted the Broxbourne SPOC and waiting to hear back. JC to circulate the response once received.</p> <p>Agreed to extend Paul Danks' arrangement with us.</p>	Jeremy Chambers
6.	<p><b>Operational Updates</b></p> <p><b>Metropolitan Police – written update provided by Petra Lazar</b></p> <p>The elections passed off without issue and from a policing point of view, was managed well with current resources. As a precaution, a Hate crime car was resourced to respond to potential incidents. No incidents of hate crime were recorded, which have been sadly seen in the past, in some parts of the country in relation to Brexit.</p> <p>Community tensions are being monitored and again, are not seeing anything Brexit related at this time.</p> <p><b>Health leads</b> (external and internal)</p> <p>No change since the last meeting.</p> <p><b>Enterprise Enfield / NLCCI – written update provided by Despina Johnson</b></p> <p>No change since the last verbal update.</p> <p>Due to Brexit taking place will be working with partners such as NatWest Bank and Barclays Bank to help businesses stay informed.</p> <p><b>Citizens Advice Enfield</b></p> <p>Noted it has been very quiet since the result of the election down at the EU settlement scheme. Picked up again last Friday. Anticipating January will be busy.</p> <p>Jill Harrison announced she is resigning from her position. Anna will attend future meetings until Jill's replacement is in post. The meeting thanked Jill for all her hard work.</p> <p><b>Libraries</b></p> <p>Visa Verification – received feedback we have the largest capacity library service in the UK.</p>	

	<p><b>Communications</b></p> <p>There was no communication during the Purdah period. General Comms advice given around Brexit on 13<sup>th</sup> Dec. Signpost people to the website and where people need to go to sign up for the settlement scheme. No further communication received from the government. Once feedback received this information will be passed on.</p> <p>Agreed to discuss another mailshot at the next meeting in the New Year.</p>	<p>David Greely</p>
<p>7.</p>	<p><b>A.O.B.</b></p> <p>None.</p> <p><b>Date of next meeting: Monday 6<sup>th</sup> January 2020 5 pm</b></p>	

## Direction of Travel

### Short-Term Brexit Risk Register, Day 1-100, As at 22 January 2020

RISK	INITIAL RISK LEVEL	RESIDUAL RISK LEVEL FEB 19	RESIDUAL RISK LEVEL JAN 20	DIRECTION OF TRAVEL
<b>BR0 – Preparedness</b> Inadequate preparations made by the Council in the event of a “No Deal” Brexit will result in significant disruption to services.	HIGH	MEDIUM	MEDIUM	↔
<b>BR1 – Fuel shortage</b> Fuel shortage caused by panic buying and/or delays to supply, causes disruption to key services	HIGH	HIGH	MEDIUM	↓
<b>BR2 – Medicine shortages</b> Delay in access to medicines and/or shortage of supply may result in increased costs and disruption in service	HIGH	HIGH	MEDIUM	↓
<b>BR3 – Civil Unrest</b> Uncertainty may cause panic buying, riots and disturbance	HIGH	MEDIUM	LOW	↓
<b>BR4 – Staffing</b> Uncertainty of the Brexit process may lead to staff disruption/absences.	MEDIUM	LOW	LOW	↔
<b>BR5 – Funding in first quarter post Brexit</b> Temporary delay on EU direct funding/grants scheduled to be received in first quarter post Brexit.	MEDIUM	LOW	LOW	↔
<b>BR6 – Anxiety and Stress</b> Increased levels of anxiety and stress amongst population and staff may lead to an increase in demand on services.	HIGH	HIGH	MEDIUM	↓

<b>BR7 – Community offer</b> Inadequate provisions and/or communications by LBE regarding services offered to facilitate transition post Brexit for EU residents of the Borough	HIGH	HIGH	MEDIUM	↓
<b>BR8 – Supply chain</b> Disruption to supply chain may cause adverse effects on delivery of services and/or increased costs.	HIGH	MEDIUM	LOW	↓
<b>BR9 – Data Protection &amp; compliance</b> Data transfers between the UK and EU / US may not be legal or compliant and could be open to challenge.	MEDIUM	N/A	MEDIUM	↔
<del><b>BR10 – European elections</b></del> Preparations – logistics/security etc.	HIGH	N/A	N/A	CLOSED
<b>BR11 – Housing checks and immigration right to rent. Impact of updated guidance.</b>	LOW	N/A	LOW	NEW
<b>BR12 - Welfare</b> Increased costs and supply shortages may lead to a fall in the standard of welfare, including food insecurity & fuel poverty,	MEDIUM	N/A	LOW	NEW
<b>BR13 - Additional care requirements</b> There may be increased health care costs due to elderly British nationals returning to the UK who require more support.	MEDIUM	N/A	MEDIUM	NEW
<b>BR6 – Anxiety and Stress</b> Increased levels of anxiety and stress amongst population and staff may lead to an increase in demand on services.	HIGH	HIGH	MEDIUM	↓

<b>BR7 – Community offer</b> Inadequate provisions and/or communications by LBE regarding services offered to facilitate transition post Brexit for EU residents of the Borough	HIGH	HIGH	MEDIUM	↓
<b>BR8 – Supply chain</b> Disruption to supply chain may cause adverse effects on delivery of services and/or increased costs.	HIGH	MEDIUM	LOW	↓
<b>BR9 – Data Protection &amp; compliance</b> Data transfers between the UK and EU / US may not be legal or compliant and could be open to challenge.	MEDIUM	N/A	MEDIUM	↔
<del><b>BR10 – European elections</b></del> <del>Preparations – logistics/security etc.</del>	HIGH	N/A	N/A	CLOSED
<b>BR11 – Housing checks and immigration right to rent. Impact of updated guidance.</b>	LOW	N/A	LOW	NEW
<b>BR12 - Welfare</b> Increased costs and supply shortages may lead to a fall in the standard of welfare, including food insecurity & fuel poverty,	MEDIUM	N/A	LOW	NEW
<b>BR13 - Additional care requirements</b> There may be increased health care costs due to elderly British nationals returning to the UK who require more support.	MEDIUM	N/A	MEDIUM	NEW

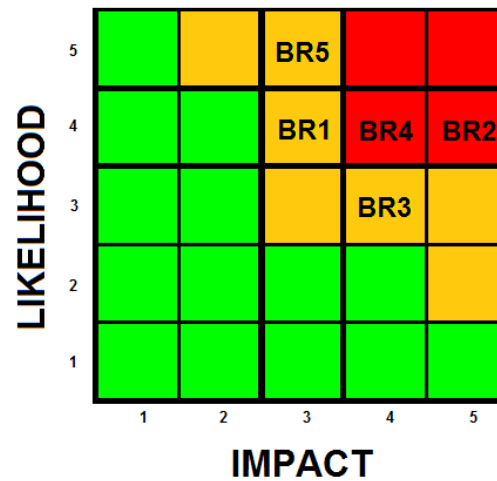
<b>BR8 – Supply chain</b> Disruption to supply chain may cause adverse effects on delivery of services and/or increased costs.	HIGH	- Analysis of existing emergency suppliers identified no issues	LOW	Extensive exercise being carried out on critical suppliers to identify any potential issues	CEX Ongoing	- Action updated.
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<p><b>BR9 – Compliance of Data and Applications</b></p> <p>Data transfers between the UK and EU / US may not be legal or compliant and could be open to challenge.</p>	<p><b>MEDIUM</b></p>	<ul style="list-style-type: none"> <li>- Data Protection Officer in place</li> <li>- Regulatory framework will be unaffected</li> <li>- All data and applications held by existing suppliers is hosted in the UK, or is under contracts relying on standard contractual clauses which will continue to be valid post-Brexit.</li> <li>- All new cloud based data will be hosted on UK servers</li> </ul>	<p><b>MEDIUM</b></p>	<ul style="list-style-type: none"> <li>- Discussion ongoing to migrate existing cloud based data to UK servers.</li> </ul>	<p><b>CEX / RESOURCES</b></p> <p>Ongoing</p>	<ul style="list-style-type: none"> <li>- Update provided at the last Panel meeting.</li> </ul>
<p><b>BR10 – European elections</b></p>	<p><b>HIGH</b></p>	<p>N/A</p>	<p><b>LOW</b></p>	<p>N/A</p>	<p><b>N/A</b></p>	<p>N/A</p>
<p><b>BR11 – Housing checks and immigration right to rent. Impact of updated guidance.</b></p>	<p><b>LOW</b></p>		<p><b>LOW</b></p>	<ul style="list-style-type: none"> <li>- Housing representative to be invited to future meeting</li> </ul>	<p><b>PLACE</b></p> <p>Ongoing</p>	<ul style="list-style-type: none"> <li>- New risk, to be discussed</li> </ul>
<p><b>BR12 - Welfare</b></p> <p>Increased costs and supply shortages may lead to a fall in the standard of welfare, including food insecurity &amp; fuel poverty,</p>	<p><b>MEDIUM</b></p>	<ul style="list-style-type: none"> <li>- Regular donations made by the Council to the food banks</li> <li>- Monitor homelessness applications closely</li> </ul>	<p><b>LOW</b></p>	<ul style="list-style-type: none"> <li>- Additional funds will be made available to local food banks if necessary.</li> </ul>		<ul style="list-style-type: none"> <li>- New risk, to be discussed further.</li> </ul>
<p><b>BR13 - Additional care requirements</b></p> <p>There may be increased health care costs due to elderly British nationals returning to the UK who require more support.</p>	<p><b>MEDIUM</b></p>		<p><b>MEDIUM</b></p>		<p><b>PEOPLE</b></p> <p>Ongoing</p>	<ul style="list-style-type: none"> <li>- New risk, agreed at the last Panel meeting.</li> </ul>



**Brexit Longer term risk assessment - to be explored further**

Risk Ref / Title / Detail / Description	Impact	Likelihood	Risk Level	Lead Department
BR1 - Workforce (See Pages 7-16)	3	4	MEDIUM	CEX
BR2 – Financial (See Pages 17-22)	5	4	HIGH	RESOURCES
BR3 – Legal (See Pages 23-32)	4	3	MEDIUM	CEX
BR4 - Suppliers/Goods (See Pages 33-40)	4	4	HIGH	RESOURCES
BR5 – Community (See Pages 41-44)	5	3	MEDIUM	CEX / PEOPLE



Department/ Service area	What is impacted	How is it impacted following a 'Brexit no deal'	What is the longer-term impact following a 'Brexit no deal'	Is the impact already factored into current planning or risk management?	Mitigating actions –	Impact Score	Likelihood	Risk Level
<b>RISK CATEGORY 1: Workforce</b>						3	4	<b>MEDIUM</b>
Resources	Recruitment/staff availability - particularly catering and care workers	Medium risk - Vacancy increase, service delivery risk if not able to recruit	Low risk - Impact on cost – if recruitment issues may result in wage increase	Service flexible to deal with small changes		2	3	<b>LOW</b>
Communications Team	No impact.	No impact on Communications team workforce. Increase in internal and external communications sign-posting affected employees and residents to Government guidance.	Reduction in EU workforce in some areas of Council and some sectors based in borough (social care, construction industry). Increased communications to keep residents informed on impacts on service levels/projects & support recruitment drives.	Watching brief.	No impact on Communications team workforce. In case of no deal will need to 'flex' existing resource - reducing other comms activity to allow for greater focus on impact of Brexit.	2	2	<b>LOW</b>

Place – OPERATIONAL SERVICES	Mild – possibly up to 20% EU staff in extreme case, but unknown	Some impact on workforce	Renegotiation of labour, changes to employment law, loss of % of workforce. Possible increase in staff costs and difficulty recruiting.	Not sufficiently	None to date	3	2	LOW
Place – Capital Projects	Our Workforce – very little.  But Construction supply chain will be affected as have high % of EU citizens.	Unclear	Significant – increase in workforce costs could hamper ability of deliver capital projects	We are listening and watching		3	3	MEDIUM
AD Youth and Service Development	The YOU employ nationals from various EU nations and if these staff were to leave they would lose extremely experienced senior staff.	None. My understanding is that the government has already guaranteed the rights of EU nationals in the UK regardless of whether we get a deal or not.	There is potential for staff to leave and return to their home nations or other parts of the EU if issues such as banking, money transfer (to family back in EU) and travel etc become more problematic. However, the issue is believed to be only a low to	The YOU have quite extreme problems recruiting permanent and agency staff. The EU nationals working in the YOU are extremely good and experienced staff, two in management positions, and would be hard to replace in a good recruitment market	A complete review of recruitment and retention. MFS for key posts. New recruitment campaigns. “Grow your own” and students development schemes.	3	3	MEDIUM

			<p>medium risk (of occurring but high risk of harm if this issue did materialise) as these staff have been in the YOU for a long time, in one case over 10 years, and are have built lives in the UK and have reduced their links to their home nations.</p>	<p>but in a poor one, with the potential to become worse after Brexit, the task of replacing them would be extremely problematic.</p> <p>There are no indications these staff will leave under any Brexit scenario but the risk of them leaving and the impact on the YOU has been assessed and YOU management are currently developing plans to deal with the loss of these employees.</p>				
<p>Adult Social Care</p> <p>Nationally 5.6% of NHS staff have come from outside the UK but from within the EU. It is 7% within social</p>	<ul style="list-style-type: none"> <li>Free movement of people within the EU</li> <li>Mutual recognition of professional qualifications</li> <li><u>The working</u></li> </ul>	<p>Potential for increased shortage of key staff (care staff/qualified nurses)</p> <p>Arrangements for mutual recognition of professional</p>	<p>Reduced Health and Social Care Workforce, increasing costs.</p> <p>Inability to provide core services so increased Delayed Transfers of Care</p>	<p>No.</p> <p>The announcement that EU citizens currently living in the UK will be able to remain. Hopefully it will persuade as many</p>	<p>Care Home and Domiciliary care providers have been provided with information about arrangements for EU Citizens</p>	3	3	MEDIUM

care.  Recruitment & retention of key roles (eg nurses and care staff) is an existing problem which <b>may</b> be exacerbated by a no deal scenario	<u>time directive.</u>	status my change for some workers.  WTD unlikely to change at least in the short term	from Hospital. Provider failure.	of them as possible to stay and continue to make a valuable contribution to the health and care workforce.  Some councils are agreeing to fund the cost of registration for EU citizens in key roles already working in the UK in health and social care	remaining after Brexit.  EMT have discussed and agreed staff can claim cost of registration process.			
Public health	Number of staff are from the EU	Minimal	Negative impact on ability to recruit	No	None available. Will only be able to advertise within a smaller pool.	2	2	LOW
Children and Family Services	There are a number of EU regulations that impact on the health and care system, including: <ul style="list-style-type: none"> <li>the working time directive.</li> </ul>	Recruitment and retention of EU nationals in some parts of the workforce will contribute to shortages of key staff.	Reduced Social Care Workforce, increasing costs.  In ability to provide core statutory services due to major recruitment	No.  The announcement that EU citizens currently living in the UK will be able to remain. Hopefully it will persuade as many	Brexit is now a standing OMG agenda item.  All known affected staff identified have been spoken too within service areas and no staff thus far	3	3	MEDIUM

		Arrangements for mutual recognition of professional status might change for some workers.	problems.	of them as possible to stay and continue to make a valuable contribution to the social care workforce.	have indicated they will be leaving			
School Early Years Improvement Service	No anticipated impact	No anticipated impact	Longer term – any drop in learner numbers attending Enfield schools will impact adversely the funding available to deliver the service.  The same applies to any drop in children aged 0-4 attending private, voluntary and independent sector settings, as the Council service is funded based on pupil numbers.	No		1	1	LOW
SEP & AM	Construction industry workers	Lack of skilled available workers in the construction	Possible longer contract periods with associated	Insufficient data to plan accurately	Contingency will be increased to try and offset and cover the risk this will result	3	3	MEDIUM

		industry	increased costs		in fewer projects. Risks will be incorporated in scheme risk registers and budgeted and mitigated on a case by case basis			
Legal and Complaints	To the extent that all employees are affected. <ul style="list-style-type: none"> <li>We have 2 EU nationals in legal</li> <li>Professional qualifications, would European qualifications be recognised</li> </ul>	Low	Low	No	Speak with Affected staff, consider what their plans are, reassure them.  Be guided by the Council approach	2	2	LOW
HR1	Ethnicity is collected but not nationality	Whether there is a 'deal' or 'no deal' the Council will need to collect data for EU nationals to understand who is likely to have an automatic right to	Additional process to collect and record nationality for both existing and new staff.	Yes	Communication planned to contact existing staff to inform and collect nationality data for EU nationals working at LBE.  Preparing process	3	4	MEDIUM

		work in the UK.  The right to work may change if there is a 'no deal' situation.			to inform and gather this information for new joiners.			
HR2	Systems and processes to record nationality and details relating to right to work status including any time limits.	Whether there is a 'deal' or 'no deal' the Council will need to record data and have systems in place to monitor on-going right to work. This will need to include dates for future action if right to work is time limited, e.g. EU citizens currently living in the UK will have up to two years to apply for 'Settled Status'.	On-going monitoring to ensure existing and new staff submit copies of relevant documents to confirm their right to work.	Yes	Reviewing existing SAP functionality and preparing a specification for any changes that will/may be required.	2	3	LOW
HR3	EU citizens currently have an automatic right to work in the UK.	'Deal' – Settled Status agreement  'No deal' – uncertainty relating	Uncertainty may be stressful for staff and managers.  Could impact on the	Yes	Communications  Planning for 'Settled Status'	3	4	MEDIUM



		to on-going rights of EU citizens to work and reside in the UK	<p>Council's ability to attract and retain good workers.</p> <p>May limit the potential talent pool and impact on the Council's ability to recruit good staff.</p> <p>Need to understand the rights of EU nationals arriving in the UK post-Brexit.</p>		<p>arrangements.</p> <p>Workforce planning and on-going monitoring of recruitment and external labour market.</p> <p>Planning for different scenarios. 'No-deal' – if UK nationals currently working in Europe return to the UK this could mitigate against the loss of EU nationals in the British labour market.</p>			
HR4	Managers may not understand the rights of EU Citizens to work in the UK post-Brexit	<p>Managers will need to understand the rights of their workforce in the event of a 'deal' or 'no deal' scenario.</p> <p>This will impact on their workforce plans and could</p>	<p>Supporting and advising staff and managers.</p> <p>Robust workforce planning.</p> <p>Potential impact on candidate pools when recruiting.</p>	Yes	<p>Communications and information for managers.</p> <p>Review and update Recruitment &amp; Selection Training.</p> <p>Review and update relevant HR policies</p>	3	4	MEDIUM

		result in potential disruption to their service.			and guidance.			
HR5	Workforce sourced from a wider EU market contributing to a diverse workforce and the benefits this brings.	This could have a negative impact on the Council's equality and diversity across the workforce.	Could result in fewer EU nationals within the Council's workforce.	Yes	Complete an EqIA.  Monitor trends and review initiatives to mitigate any impact.	3	3	MEDIUM
HR6	Interims and agency workers sourced from a wider EU labour market	As per the directly employed workforce.	As per the directly employed workforce.	Yes	Work with Matrix and the supply chain to ensure suppliers have plans in place to mitigate against any potential risk.	3	3	MEDIUM
HR7	Some services rely on a high volume of EU nationals within their workforce.	This could result in difficulties in recruitment and retention. Some of these areas employ lower graded/lower paid staff.	Staff may feel unsupported and may encounter problems paying for the Settled Status application.  Some staff may be unaware of the need to register and apply for Settled Status and may lose	Yes	Staff communications to ensure staff are aware and understand their responsibilities.  Review workforce plans.  Consider whether low paid workers	3	4	MEDIUM

			<p>their right to work.</p> <p>This could present problems retaining and recruiting staff in these services.</p>		<p>require any support or short-term loan to apply for Settled Status.</p> <p>Support services to complete robust workforce plans</p>			
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Department/ Service area	What is impacted	How is it impacted following a 'Brexit no deal'	What is the longer-term impact following a 'Brexit no deal'	Is the impact already factored into current planning or risk management?	Mitigating actions –	Impact Score	Likelihood	Risk Level
<b>Risk Category 2: Financial</b>						5	4	HIGH
Resources	<p>Pension investments (£1bn) – reduces in value a result of markets etc and requires additional pension contributions. Valuation date is 31 March 2019 but will influence 2020-21 budget.</p> <p>Increase in cost pressures on the council budget e.g. increased demand in</p>	<p>None</p> <p>Potential – but managed through treasury advice.</p>	<p>Medium risk – budget 2020-21 and beyond budget pressure</p> <p>Medium Risk – managed through treasury advice</p>	<p>Mitigation will be robust conversations with Actuary and their assumptions. Note currently favourable returns means that we are 100% funded, so healthy base point.</p> <p>The council holds a Risk Reserve totalling £14m; risks associated with Brexit are covered within this reserve.</p> <p>Integrated into our usual processes to</p>		5	4	HIGH

	service, increase in prices  Interest rate rises on borrowing impacts on the revenue budget	Following professional advice, action already been taken to take advantage of exceptionally low PWLB interest rates for planned borrowing.	and Treasury Strategy	manage our borrowing, Treasury Strategy sets strategic view (Feb19)				
Communications Team	No impact other than if economy affects wider funding levels for local authorities from central government.	N/A	N/A	N/A	N/A	1	1	LOW
Place – Capital Projects	A proportion of our grant funding comes from EU agencies					3	3	MEDIUM
AD Youth and Service Development	Whilst no services receive funds from the EU in the case of a no deal Brexit any negative impact on the economy and government finance will likely have an impact on service	Whilst no services receive funds from the EU in the case of a no deal Brexit any negative impact on the economy and government finance will likely	Whilst no services receive funds from the EU in the case of a no deal Brexit any negative impact on the economy and government finance will likely	No. The services have been reduced considerably since 2010 and more savings are already planned. Any impact on finances caused by Brexit will be dealt with in the	We are developing a bigger pool of volunteers and more group work but any loss of staffing due to budgets reductions will increase vulnerability for young people	2	3	LOW

	funding.	have an impact on service funding.	have an impact on service funding.	same way as all previous budget reductions have been dealt with.	and risk for the community.			
Adult Social Care	The UK is a net contributor to the EU. It is the government's intention to use funding released to provide additional funding to domestic priorities such as health and social care. Evidence already in financial statement where NHS allocated 27billion over 4 years (20 billion increase in real terms)	If independent forecasts are correct and Brexit has a significant long term negative impact on the economy, this will reduce the funding available for health and social care.	The NHS and social care are already struggling to manage within their existing budgets. If economic performance dips as forecast there could be a further squeeze funding for public services such as health and social care.	No	Adults Social Care budgets are supported through the MTFP plan for the Council	3	3	MEDIUM
Public health	Drop in GDP likely to impact on LA and PH budgets	Minimal	UK economy to grow at slower pace	No	None	3	3	MEDIUM
Children and Family Services		If independent forecasts are correct and Brexit has a significant long term negative impact on the	Social care are already struggling to manage within their existing budgets. If economic	No	We will regularly monitor through OMG, track any trends and pressures respond and escalate accordingly.	2	3	LOW

		<p>economy, this will reduce the funds social care.</p> <p>Increased financial pressures on staffing and client costs due to families suffering increasing poverty and NRPF and increase in adolescents coming into care.</p>	<p>performance dips as forecast there could be a further squeeze funding for public services such as health and social care.</p> <p>Long term potentially more UASC arriving. Increased pressure on section 17 budget, more NRPF families and increased LAC and leaving care population</p>					
School Early Years Improvement Service	<p>School funding settlement based on Enfield resident population – contributed to by EU nationals.</p> <p>EU funding is available to complement mainstream education – via ESF employability</p>	<p>Not fully sure what the net impact will be – reduced ESF probably more immediate than the slower lagged response to DfE schools budgets.</p>	<p>Longer term we need to recognise that European funds will be lost but as we are a net contributor – this may result in further funding per head of population in</p>	<p>Loss of ESF funding already factored in – although not necessarily fully appreciated. This is likely to have a further pressure on mainstream budgets</p>	<p>Early Years services will continue to seek additional funding streams.</p>	3	3	MEDIUM

	programmes aimed at vulnerable learners eg NEETs		<p>future.</p> <p>How this will impact on future Spending reviews and the current drive towards devolution will be interesting to see. Continued governments appear equally committed to addressing the current technical skills gap.</p> <p>As previously stated, any reduction in population would likely lead to a reduction in available funding for early years services, as this is based on pupil numbers.</p>					
SEP & AM	Central Government	Central Government	Council increases borrowing to	Insufficient data to	Council made aware of risks via Capital	4	3	MEDIUM



	Grants	Grants are insufficient to deliver school buildings	deliver building projects.	plan accurately	Monitor so high level mitigation can be looked at Corporately			
Legal and Complaints	Indirectly as we advise on some projects that receive European funding (ok until end 2020)  Austerity cuts to plug the European funding loss.	Low to Dept	Low	No	Need to develop expertise in funding	2	3	LOW
Resources	Risk that economy or unintended consequences results in increase in poverty – resulting in increase in financial hardship which indirectly impacts on resources (financial and capacity etc)	None	Medium Risk - Potential ongoing cost pressures need to increase requirement for savings in MTFP	No specific budget provision for Brexit, immediate issues would need to be funded through reserves and longer term via the MTFP process		3	3	MEDIUM
Resources	Business Rates income reduction if businesses exit	None	Undetermined		Existing Business Rate Risk Reserve	3	3	MEDIUM

Department/ Service area	What is impacted	How is it impacted following a 'Brexit <u>no deal</u> '	What is the <b>longer-term impact</b> following a 'Brexit no deal'	Is the impact already factored into current planning or risk management?	Mitigating actions –	Impact Score	Likelihood	Risk Level
<b>Risk Category 3: Legal</b>						4	3	MEDIUM
Resources	For Deputyship clients – ensure that they are supported to apply (as appropriate) for EU settled status.				Check that will be picked up in ASC workstream	3	3	MEDIUM
Place – OPERATIONAL SERVICES	Some environmental obligations and legislation.  We check right to live and recourse to public funds in housing and homelessness.		Unclear			3	3	MEDIUM
AD Youth and Service Development	The YOU is a statutory service with the aim of preventing offending and re-offending. Additionally, they have statutory child protection and welfare	There is an area which will have limited effect on services regardless of the type of Brexit. However, working on some	In the longer term these issues will become identified and will be dealt with on a national level and case law etc will be	Not as yet. More work needs to be done to fully identify the potential risk and who it will affect before planning	Research has started regarding level of issue and from that research a plan will be developed.	3	3	MEDIUM

	<p>responsibilities and also they have the normal range of statutory responsibilities regarding employment law, Environmental law, Health and Safety, Equalities legislation and data protection legislation etc.</p> <p>EU directives are embedded in many aspects of the law and will likely be retained after Brexit. A main consideration would be data protection e.g. sharing information with EU countries post Brexit regarding clients but EU GDPR has been fully implemented in UK law and so post Brexit UK and EU data protection systems will align so no major concerns.</p>	individual cases may become more complex and require a lot more work due to new complexities that may come into play post Brexit,	developed that will improve the situation.	can be done to mitigate the risk.				
Adult Social Care	The statutory duties within health and social care are	No change	No change	no	N/A	2	2	LOW

	determined by UK legislation, principally the health and social care act 2012 and the Care Act 2014							
Public health	<p>Weakening of response to pandemic (no longer in relationship with European Centre for Disease Prevention and Control).</p> <p>Evidence-base degraded as not in contact with European Education and Research bodies.</p> <p>Possible for UK to leave the European Tobacco Directive</p> <p>Possible for UK to leave Article 168 of the Lisbon Treaty (e.g. a high level of health in all policies)</p> <p>Food regulation (EU</p>	Minimal	Potential negative effects from all policies stated. Withdrawing from treaties on food standards, tobacco and health in all policies likely to have a negative effect on health of the public. The potential threat to NICE would be to open the healthcare market to non-evidence - based advertising and cost-inflation.	No	<p>None.</p> <p>None</p> <p>Local work on tobacco but unlikely to mitigate full effects</p> <p>None</p>	2	2	LOW

	<p>legislation relating to, for example, food standards, antimicrobial resistance.</p> <p>Position and status of NICE could be undermined by US pharmaceutical companies.</p>				None			
Children and Family Services	Unclear as to what legislative duties will be there to support those families that currently access state benefits and don't return to their country of origin.	<p>Increase number of families with NRPF.</p> <p>Increase in number of adolescents abandoned into L.A care (wanting to stay to complete education etc.) while their families leave the UK.</p>	Increased pressure on Children's social care including increased NRPF, LAC and care leavers.		We will regularly monitor through OMG, track any trends and respond and escalate accordingly.	4	3	MEDIUM
School Early Years Improvement Service	Statutory responsibilities currently stretch the LA resources significantly	Any immediate impact likely to lessen the pressure on the LA's finite resources	Longer term we may continue to see a drop in numbers attending Enfield schools – whilst this will potentially ease	To a certain extent		3	3	MEDIUM

			<p>the pressure on statutory services it will also reduce the level of school/education funding received.</p> <p>The LA will still be able to discharge its statutory responsibility in terms of children aged 0-4; however, less funding may be available to do this.</p>					
SEP & AM	Statutory obligations to deliver school places	Construction industry is unable to meet the demand from LA's	Reputational risk if unable to deliver sufficient places also legal risk if litigious parent of a pupil without a place take the LA to court	Insufficient data to plan accurately	Risks will be incorporated in scheme risk registers and budgeted and mitigated on a case by case basis	4	3	MEDIUM
Legal and Complaints	Monitoring of statutory duties affects our department	Low to Medium in terms of resource	Low	No	Identify Key Officers to track legislation and develop processes for disseminating the	3	3	MEDIUM

	<p><b>Legislation changes</b></p> <p>The list of areas affected is vast. Identified Brexit impact areas include; procurement, state aid, employment, waste/recycling &amp; landfill, transport, air quality, consumer rights, service regulations, information governance, ports, trade, borders etc</p> <p>The Government will quickly have to consider:</p> <ul style="list-style-type: none"> <li>• Which laws should be kept?</li> <li>• Which laws should be amended?</li> <li>• Which laws should be repealed altogether?</li> <li>• What are the risks? What are the</li> </ul>				<p>information.</p> <p>Pooling knowledge with other local authorities</p>			
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	<p>opportunities?</p> <ul style="list-style-type: none"> <li>Consequences of secondary legislation?</li> </ul> <p>The legal department would need to be live to the changes the Government are making and need to be able to disseminate information on changes quickly to departments. The changes may also impact on processes within the legal department.</p>							
AD Youth and Service Development	<p>There are sometimes some complexities around some clients regarding their immigration status e.g. as the former colonial power Portugal is/was giving nationality to people from Angola, these people then entered EU not to go to Portugal but to go</p>	<p>Only a very few clients will be from the category, but the situation will have to be considered and monitored to ensure these people are fully supported.</p>	<p>Only a very few clients will be from the category, but the situation will have to be considered and monitored to ensure these people are fully supported.</p>	<p>The YOU will soon be auditing clients over the last five years to see how many such clients there potentially are. This information will be analysed for potential impact.</p>	<p>Research has started regarding level of issue and from that research a plan will be developed.</p>	3	3	MEDIUM



	to other EU nations. Likewise people given asylum and Citizenship in one EU nation may travel to another. Post Brexit there is potential for these people to get caught in issues regarding nationality and citizenship.							
Adult Social Care	Public health legislation for a number of policy areas, in particular food safety and nutrition, tobacco, alcohol, radiation, environment, housing standards and chemicals in air, water and land safety, is drawn from established EU legislation, standards and regulations, with relevant directives transposed into UK	Short term UK government is transferring EU legislation into UK law with longer term goal to review what will remain or be removed/amended	Not known at this stage	No	N/A at this stage.	3	3	MEDIUM

	legislation							
Children and Family Services	Public health legislation for a number of policy areas, in particular food safety and nutrition, tobacco, alcohol, radiation, environment, housing standards and chemicals in air, water and land safety, is drawn from established EU legislation, standards and regulations, with relevant directives transposed into UK legislation			No				
Legal and Complaints	GDPR - Councils should review the data flows and transfer mechanisms to make sure there will be no breach in their data operations if there is a no-deal Brexit. This includes transfers of	Low as I do not think we transfer on to countries outside UK	Low	No	Need to review where data is held and sent to  Need to develop expertise in Legal to advise	3	3	MEDIUM

	personal data from the EU to the UK and onward transfers of that data from the UK to third countries (in particular where contracts include clauses where transfer of data outside of the EU is prohibited).							
Legal and Complaints	<p>We service Internal customers and Schools. We anticipate an increase in legal work if customers are impacted.</p> <p>The breadth of our advice may change:</p> <ul style="list-style-type: none"> <li>• Contract / procurement law advice</li> <li>• Employment advice</li> <li>• Eligibility of EU national services users</li> <li>• European arrest warrants</li> <li>• Asylum - Schengen agreement</li> </ul>	Low to Medium in terms of resource	Low	No	<p>Initial training / self-teaching of areas we do not have knowledge of</p> <p>Pooling knowledge with other local authorities</p> <p>Identifying key officers who will take lead on each area of responsibility.</p>	2	3	LOW

Department/ Service area	What is impacted	How is it impacted following a 'Brexit no deal'	What is the <b>longer-term impact</b> following a 'Brexit no deal'	Is the impact already factored into current planning or risk management?	Mitigating actions –	Impact Score	Likelihood	Risk Level
<b>Risk Category 4: Suppliers/providers &amp; Goods</b>						4	4	<b>HIGH</b>
Resources	Data stored in servers based in the EU	None	Medium Risk - Potential cost if exchange rates change at point of re-procurement			3	3	<b>MEDIUM</b>
Communications Team	Frameworks of external printers and designers EU compliant – but no suppliers based in EU.	No impact.	No impact.	Will need to assess how procurement for new frameworks in 2019 would be impacted by no-deal.	N/A	1	1	<b>LOW</b>
Place – OPERATIONAL SERVICES	Waste management is regulated at EU level  Small # of suppliers have high level of EU workforce	Potential difficulties disposing of waste, possible difficulties of staff getting to work and waste collection (fuel shortages)	Difficulties in staffing some service areas could lead to supplier collapse (e.g. housing repairs)	Not sufficiently	Tbc	3	3	<b>MEDIUM</b>

Place – OPERATIONAL SERVICES	Procurement rules	Unclear	Confusion about procurement rules – leading to either positive or negative changes			4	3	MEDIUM
Place – Capital Projects	Some of the materials used in capital projects come from overseas and would be difficult or expensive to source from UK	Unclear	Increase in material costs	We are watching and listening but not taking new steps to mitigate beyond exiting.	Large regen projects – cost risk is with our partners although our profit could be affected  Elsewhere – cost increase probably lies with us.	3	3	MEDIUM
AD Youth and Service Development	Issues regarding procurement are heavily driven by EU law. Whilst no goods or services are bought from the EU for any of these services OJEU still applies for all issues of procurement.  It is likely basic procurement rules will stay the same, but OJEU may or may not apply going	Workers working for maintenance contractors if they are EU nationals may leave and this may mean that maintaining facilities may potentially become more difficult.	In the longer term it is likely that any problems will have been ameliorated as the country becomes use to the change e.g. sourcing parts from other nations or from the EU on WTO rules and getting home grown staff.	Nothing done in this regard yet as awaiting a council response. Issues regarding procurement and maintenance are central services in the council.	This will require whole Enfield approach.	3	3	MEDIUM

	forward.  Suppliers may use people from other EU nations.							
Adult Social Care	<ul style="list-style-type: none"> <li>the regulation of medicines and devices</li> <li>procurement and competition law</li> </ul>	<p>A wide range of staff groups is likely to be affected, including lower-skilled workers and lower paid roles.</p> <p>The Social Care Sector is already at a tipping point (CQC) and provider failure would be inevitable.</p>	<p>It is likely that in future both NHS and social care providers will face increased competition from other industries, such as retail, when trying to recruit lower-skilled staff.</p> <p>Increased A&amp;E attendances and delays in leaving hospital, with bed blocking</p>	No	<p>On-going monitoring of workforce issues with the hospital will take place at A&amp;E Delivery Board.</p> <p>Regular Care Home and Domiciliary Care Practice forums will highlight emergency issues.</p> <p>Monitoring via weekly DTOC process and through performance monitoring and reporting systems.</p>	4	3	MEDIUM
Adult Social Care	<ul style="list-style-type: none"> <li>the regulation of medicines</li> </ul>	If no trade deal is	It is expected that	No	No specific issues	4	3	MEDIUM

	<ul style="list-style-type: none"> <li>and devices</li> <li>• procurement and competition law</li> <li>• Tariff free access to goods within the EU</li> </ul>	agreed, the UK will fall back on World Trade Organization rules, which could see specific tariffs being imposed on some goods and services. In addition to any wider economic implications, this could increase the cost of many goods and services for the NHS and social care sector, and could also impact on supply, including of drugs and treatments.	contingency arrangements being planned for currently (in/out of EU) will mitigate any impact with potential for short term increase in costs but longer term stabilisation		have been identified regarding goods, however, this will require on-going review.			
Public health	<p>Regulation of medicines (smoking, NHS health checks)</p> <p>Procurement and competition law</p>	Delays in import of medicines	Delays in access, possible increased costs	NHS have £334m put aside for medical pipeline	Coordination with CCG / NHS but if a national shortage of medicines smoking and healthchecks may be deprioritised	4	3	MEDIUM
Children and Family	There are a number of EU regulations	A wide range of	It is likely that social	No	ART and children's	3	3	MEDIUM

Services	that impact on the health and care system, including: <ul style="list-style-type: none"> <li>• The working time directive</li> <li>• procurement and competition law</li> </ul>	staff groups is likely to be affected, including lower-skilled workers and lower paid roles.	care providers will face increased competition from other industries, such as retail, when trying to recruit lower-skilled staff.		commissioners to contact all providers to assure ourselves that services will continue to meet needs and BCP are in place.			
Children and Family Services	There are a number of EU regulations that impact on the health and care system, including: <ul style="list-style-type: none"> <li>• the regulation of medicines and devices</li> <li>• procurement and competition law</li> </ul>	If no trade deal is agreed, the UK will fall back on World Trade Organization rules, which could see specific tariffs being imposed on some goods and services. In addition to any wider economic implications, this could increase the cost of many goods and services for the NHS and social care sector.		No	Continue to monitor situation via professional networks	2	3	LOW
School Early Years	Currently the	Provision likely to	Provision likely to	To a certain extent	Include the	3	4	MEDIUM



Improvement Service	education system is significantly supported by teaching and support staff who are overseas EU nationals.	<p>respond to emerging shortages in particular vocational areas. What skills will be needed in the UK outside of EU influence.</p> <p>Teaching staff shortages as teaching/support staff depart the UK</p>	<p>respond to emerging shortages in particular vocational areas. What skills will be needed in the UK outside of EU influence.</p> <p>More community-facing organisations established to support vulnerable ‘import families’ may see funding disappear if currently provided by EU programmes.</p> <p>Many private, voluntary and independent sector early years providers employ EU staff. A reduction here may have a knock-on impact on sufficiency.</p>		potential impact of Brexit on our yearly refresh of the Childcare Sufficiency Assessment.			
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SEP & AM	Increased material costs	Increase in costs for building projects with a consequential reduction in planned work	Smaller number of projects affecting the Council's statutory obligations to deliver school places	Insufficient data to plan accurately	Contingency will be increased to try and offset and cover the risk this will result in fewer projects. Risks will be incorporated in scheme risk registers and budgeted and mitigated on a case by case basis	3	4	MEDIUM
Legal and Complaints	Specific to Legal no major supplier / provider issues <ul style="list-style-type: none"> <li>To the extent that all employees are affected.</li> <li>Import and exports would be affected</li> </ul>	Low  Cannot assess	Low  Cannot assess	No	None needed	1	1	LOW
Resources	EU procurement regulations, and how this impacts on procurement process	None	Changes in processes for procurement			3	3	MEDIUM

Department/ Service area	What is impacted	How is it impacted following a 'Brexit <u>no deal</u> '	What is the <b>longer-term impact</b> following a 'Brexit no deal'	Is the impact already factored into current planning or risk management?	Mitigating actions –	Impact Score	Likelihood	Risk Level
<b>Risk Category 5: Community</b>						5	3	<b>MEDIUM</b>
Communications Team	Residential status of EU Council employees and EU workers for local businesses will potentially be impacted.	Increased requirement for information on extending residential status for affected Council employees and affected borough workforce.	Potential impact on service levels provided by services within the Council and ability of Council regeneration programmes to deliver on time due to EU workers leaving the country. Potential wider impact on local economy.	Watching brief.	In case of no deal will need to 'flex' existing comms resources - reducing other comms activity to allow for greater focus on impact of Brexit.	3	3	<b>MEDIUM</b>
Place – OPERATIONAL SERVICES	EU-resident encampment	Possible reduction in demand for planning services, also possible positive and negative impact on	Possible reduction in EU citizen requests for support. Possible increase in homelessness	Not sufficiently		2	3	<b>LOW</b>

		demand for council housing or homelessness	arising from economic changes.					
Place – Capital Projects	Housing market – resident willingness to purchase/rent	Probable slowdown of housing market	Unclear			4	3	MEDIUM
AD Youth and Service Development	A proportion of clients are EU nationals themselves or the children of EU nationals. In the event of a no deal these clients could become like any other foreign national.	This could have potentially quite complex ramifications e.g. regarding access to public funds or deportation after order end etc.	The YOU could potentially see less clients. Finding work for remaining YOU clients could be slightly easier if fewer EU nationals are employed by local employers there is potential for YOU clients to have more chance of employment.  Dealing with EU nationals would become like dealing with other foreign nationals so could be more problematic e.g. access to public fund issues etc.	In the more long term any negative and positive effects of the leaving the EU (as they pertain to the YOU clients) will likely balance themselves out and have very limited effect.	Research has started regarding level of issue and from that research a plan will be developed.	2	2	LOW
Adult Social Care		Increased levels of anxiety and stress	The Department is engaging with	No	Care teams will continue to review	2	3	LOW

		amongst population including those who may already be prone to mental ill health, disability and illness.	providers of services in order to manage any uncertainty real or perceived around ongoing arrangements		clients at risk of increased anxiety.			
Public health	Working rights legislation Environmental standards Air Quality legislation Weakening of intelligence systems to monitor terrorism. Delayed access to medicines Reduction in medical staff	Delayed / cancelled access to healthcare.	Workers rights likely to be weakened. Environmental standards weakened.	No	Coordination with NHS but difficult to foresee a solution.	3	3	MEDIUM
Children and Family Services		Increased levels of anxiety and stress	More families increased poverty,	No	All LAC children affected have been	3	3	MEDIUM

		<p>amongst population including those who may already be prone to mental ill health, disability and illness.</p> <p>Increasing poverty as goods become more expensive.</p> <p>Possible increase in hate crime and discrimination.</p>	<p>increased stress and pressure, increase in family breakdown.</p>		<p>identified and will be supported as required.</p> <p>We will continue to monitor matters and respond accordingly using statutory and support frameworks</p>			
School Early Years Improvement Service	As an EU member state – the population of Enfield is a direct result of freedom of movement across the EU.	May be a sharp exit of families not keen to stay in a non EU friendly Enfield!	<p>Changing population, changing sector influence on post 16 employer responsive education.</p> <p>There may be a reduction in the number of children accessing early years funded places.</p>	To a certain extent		3	2	LOW
SEP & AM	Schools	Unable to deliver	Increasing backlog	Insufficient data to	Contingency will be	3	3	MEDIUM

		condition works putting schools at risk of closure	of school condition works	plan accurately	increased to try and offset and cover the risk this will result in fewer projects. Risks will be incorporated in scheme risk registers and budgeted and mitigated on a case by case basis			
Public health	Non-sharing of information on potential terrorist threats.	Unknown	Unknown	No	None	5	2	MEDIUM