

Enfield Brexit Panel: Agenda

Date: **23rd June 2020**

Timing: **4pm – 5pm**

Venue: **Microsoft Teams Meeting**

Invitees:

Cllr Ian Barnes, Ian Davis, Andrea Clemons, Bindi Nagra, Bimal Patel, 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, Nnenna Anyanwu, 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: Andrea Clemons, Helen Papadopoulos, Jinjer Kandola, Natalie Fox, Steve West

A G E N D A

- 1 Welcome and Introductions**
- 2 Update from the Single Point of Contact (Enfield Council)**
- 3 New Brexit funding round for bids (closes 12/07/20)**
- 4 EUSS – Ensuring continued awareness of the need to register and potential new interventions/outreach for Summer/Autumn 2020**
 - Reviewing existing interventions
- 5 Risk Register health check** (paper attached) – Meeting to discuss BR3 - Civil Unrest
- 6 Operational updates**
- 7 Opportunities to connect Brexit awareness/outreach to other priority community activity (e.g. Covid-19 recovery)?**
- 8 Any other business - Date of next meeting: TBC**

Enfield Brexit Panel Meeting

Monday 17th February 2020 @ 5 pm

Action Notes

Invitees: Cllr Ian Barnes, Gemma Young, Julie Mimmagh, Claire Reilly, Mary Donaghan (CAB), Matt Bowmer, Jayne Middleton-Albooye, David Greely, Sarah Carey, Bindi Nagra, Paul Danks, Edel McGreenly (BEH), Ailsa Bawn (NHS), Rosa Cuffaro (notes).

Apologies: Ian Davis, Jeremy Chambers, Claire Johnson, Jackie Liveras (NHS), Kelly Hamilton (NHS), Natalie Fox (NHS), Helen Papadopoulos, Shaun Rogan, Despina Johnson, Deborah McBeal (NHS), Petra Lazar (MPS), Lee Shelsher.




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| 1. | Welcome and Introductions The Chair and panel introductions given. | ACTION |
| 2. | Actions from previous meeting of 27th January 2020 <ul style="list-style-type: none">Extinction March still planned on the A10 on 16th April. We are liaising with the police. | |
| 3. | Brexit Budget Update Mat Bowmer to circulate on a monthly basis, the latest Brexit budget figures. | |
| 4. | EUSS – Ensuring continued awareness of the need to register Noted the Ankara Agreement was discussed at the London Leader's Councils meeting. Ankara Agreement is a treaty, signed in 1963 to do with visas for Turkish people coming to the UK to set up businesses, agreement lasts 3 years, this will come to an end when we leave the EU with or without a trade agreement. The Government said we will have a new trade agreement with Turkey when we leave the EU which will pick up any issues relating to the Ankara Agreement. David Greely liaised with CAB to see if this has had any impact on our residents. Paul Danks to send email received from the London Councils regarding the Ankara Agreement to Cllr Barnes. Cllr Barnes to further investigate and bring back to the next meeting. To continue the awareness for the need to register we have put message out on social media. Cllr Barnes asked when we are likely to do the next leaflet circulation. It was agreed to have the next circulation at the beginning of September and one at the beginning of May. The Origins software will be used to target relevant residents. | Paul Danks Cllr Barnes |

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| | <p>Enterprise Enfield / NLCCI</p> <p>No updates</p> <p>Citizens Advice Enfield</p> <p>The Government is asking people to provide more evidence - proof of residence for them and their children. This has slowed down applications so helping people to get the information requested and helping with scanning.</p> <p>Jeremy Chambers as SPOC to check whether the government requesting further information is now the norm.</p> <p>Libraries</p> <p>Lee Shelser provided the following written update: -</p> <p>The EU settlement service has been slowing down, but Citizens Advice have their figures to highlight. Meanwhile, library visa verification service is now up to 2,500 applications and growing with Enfield Town and Edmonton Green delivery, we aim to produce a final business case in the next month to continue this worthwhile contract.</p> <p>Communications</p> <p>No further update.</p> | <p>Jeremy Chambers</p> |
| <p>8.</p> | <p>A.O.B.</p> <p>None.</p> <p>Date of next meeting: Agreed to hold meetings monthly. Rosa Cuffaro to liaise with Cllr Barnes for future dates. Cllr Barnes to send to Paul Danks new agenda items for the next meeting.</p> | <p>Rosa Cuffaro Cllr Barnes</p> |

Direction of Travel

Short-Term Brexit Risk Register, Day 1-100, As at 15 June 2020

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

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| BR7 – Community offer Inadequate provisions and/or communications by LBE regarding services offered to facilitate transition post Brexit for EU residents of the Borough | HIGH | HIGH | MEDIUM |  |
| BR8 – Supply chain Disruption to supply chain may cause adverse effects on delivery of services and/or increased costs. | HIGH | MEDIUM | LOW |  |
| BR9 – Data Protection & compliance Data transfers between the UK and EU / US may not be legal or compliant and could be open to challenge. | MEDIUM | N/A | MEDIUM |  |
| BR10 – European elections Preparations – logistics/security etc. | HIGH | N/A | N/A | CLOSED |
| BR11 – Housing checks and immigration right to rent. Impact of updated guidance. | LOW | N/A | LOW | NEW |
| BR12 - Welfare 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 |
| BR13 - Additional care requirements 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 |

Short-Term Brexit Risk Register, Day 1-100 (June 2020)

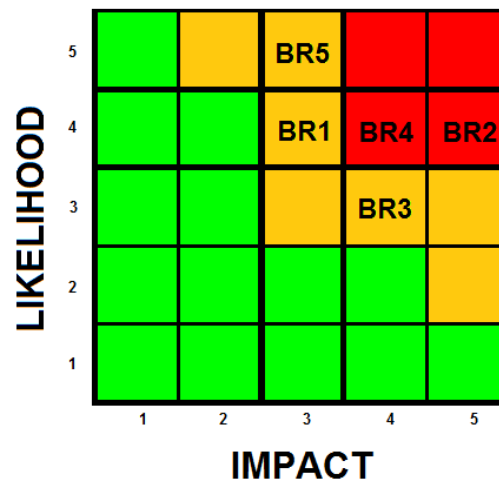
| Risk Ref / Title / Detail / Description | Initial Risk | Controls – What we have in place | Current Risk | Actions – What we still need to do | Lead Department / Target Date | Update / Changes |
|---|--------------|---|--------------|--|-------------------------------|-------------------|
| <p>BR0 – Preparedness</p> <p>Inadequate preparations made by the Council in the event of a “No Deal” Brexit will result in significant disruption to services.</p> | HIGH | <ul style="list-style-type: none"> - Brexit Panel set up, Terms of Reference agreed - Panel membership includes Police, London Fire Brigade and North Middlesex Hospital. - Part of the London wide “Brexit” group -Budget of £210k available. Spend £8k in 2018-19 (devices); £70k commitment for CAB advice agreed. | MEDIUM | <ul style="list-style-type: none"> - Continue to liaise with regional/national partners to ensure readiness and feed relevant local information to Government as requested. - Ensure prompt circulation of new information to Panel members for action/information - Proposal pending for areas of potential future commitment (communication team and staffing resource) | CEX Ongoing | - Actions ongoing |
| <p>BR1 – Fuel shortage</p> <p>Fuel shortage caused by panic buying and/or delays to supply, causes disruption to key services</p> | HIGH | <ul style="list-style-type: none"> - Fuel reserves held with regular deliveries to keep fuel tanks topped up. - Operational contingency plans in place - National and local fuel plans in place | MEDIUM | <ul style="list-style-type: none"> - Plans to prioritise operations/ essential services in place. - Continue to monitor situation via Single Point of Contact network to regional/national guidance | PLACE Ongoing | - Actions ongoing |
| <p>BR2 – Medicine shortages</p> <p>Delay in access to medicines and/or shortage of supply may result in increased costs and disruption in service</p> | HIGH | <ul style="list-style-type: none"> - NHS national co-ordination centre leading on this issue and will update when information becomes available. - Supply of all flu vaccinations are now in the country -Panel is attended by North Middlesex Hospital representative | MEDIUM | <ul style="list-style-type: none"> - Further updates to brought back to the meeting as information becomes available. - Chase Farm, Enfield CCG (Clinical Commissioning Group) & Barnet, Enfield and Haringey Mental Health invited to attend next Panel meeting. | PEOPLE Ongoing | - Actions ongoing |

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| <p>BR3 – Civil Unrest</p> <p>Uncertainty may cause panic buying, riots and disturbance</p> | <p>HIGH</p> | <ul style="list-style-type: none"> - Existing emergency plan in place - Gold command in place | <p>LOW</p> | <ul style="list-style-type: none"> - Lead officers to continue to monitor and disseminate information from relevant agencies. | <p>CEX</p> <p>Ongoing</p> | <ul style="list-style-type: none"> - To be further discussed at the Panel meeting on 23 JUNE 2020 |
| <p>BR4 – Staffing</p> <p>Uncertainty of the Brexit process may lead to staff disruption/absences.</p> | <p>MEDIUM</p> | <ul style="list-style-type: none"> - Unlikely to see any issues until 2020 - No concerns raised by staff or management | <p>LOW</p> | <ul style="list-style-type: none"> - No further actions planned, Risk currently at an acceptable level | <p>Not applicable</p> | <ul style="list-style-type: none"> -No change |
| <p>BR5 – Funding in first quarter post Brexit</p> <p>Temporary delay on EU direct funding/grants scheduled to be received in first quarter post Brexit.</p> | <p>MEDIUM</p> | <ul style="list-style-type: none"> - Exposure currently at a very low level with no disruption expected | <p>LOW</p> | <ul style="list-style-type: none"> - No further actions planned, Risk currently at an acceptable level | <p>Not applicable</p> | <ul style="list-style-type: none"> -No change |
| <p>BR6 – Anxiety and stress</p> <p>Increased levels of anxiety and stress amongst population and staff may lead to an increase in demand on services.</p> | <p>HIGH</p> | <ul style="list-style-type: none"> - Crisis communication plan in place - Webpage updated | <p>MEDIUM</p> | <ul style="list-style-type: none"> - Deliver agreed communications plan and update/amend as needed | <p>CEX</p> <p>Ongoing</p> | <ul style="list-style-type: none"> - Actions ongoing |
| <p>BR7 – Community offer</p> <p>Inadequate provisions and/or communications by LBE regarding services offered to facilitate transition post Brexit for EU residents of the Borough</p> | <p>HIGH</p> | <ul style="list-style-type: none"> -Council has agreed to provide some community support via its 4 flagship libraries -LBE & Citizens Advice Bureau to deliver joint community offer services to local people. -Funding for Citizens Advice Bureau agreed on 9 April 2019 to enhance services to local people. | <p>MEDIUM</p> | <ul style="list-style-type: none"> - Citizens Advice Bureau offer at our flagship libraries being promoted as part of our overall Brexit information campaign. -Enfield Town and Palmers Green are in a good position, additional work required with Edmonton Green and Ordnance Road libraries. | <p>RESOURCES</p> <p>Ongoing</p> | <ul style="list-style-type: none"> - Actions ongoing |

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| <p>BR8 – Supply chain</p> <p>Disruption to supply chain may cause adverse effects on delivery of services and/or increased costs.</p> | <p>HIGH</p> | <p>- Analysis of existing emergency suppliers identified no issues</p> | <p>LOW</p> | <p>Extensive exercise being carried out on critical suppliers to identify any potential issues</p> | <p>CEX Ongoing</p> | <p>- Action updated.</p> |
| <p>BR9 – Compliance of Data and Applications</p> <p>Data transfers between the UK and EU / US may not be legal or compliant and could be open to challenge.</p> | <p>MEDIUM</p> | <p>- Data Protection Officer in place</p> <p>- Regulatory framework will be unaffected</p> <p>- 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.</p> <p>- All new cloud based data will be hosted on UK servers</p> | <p>MEDIUM</p> | <p>- Discussion ongoing to migrate existing cloud based data to UK servers.</p> | <p>CEX / RESOURCES Ongoing</p> | <p>- Actions ongoing</p> |
| <p>BR11 – Housing checks and immigration right to rent. Impact of updated guidance.</p> | <p>LOW</p> | | <p>LOW</p> | <p>- Housing representative to be invited to future meeting</p> | <p>PLACE Ongoing</p> | <p>- New risk, to be discussed</p> |
| <p>BR12 - Welfare</p> <p>Increased costs and supply shortages may lead to a fall in the standard of welfare, including food insecurity & fuel poverty,</p> | <p>MEDIUM</p> | <p>- Regular donations made by the Council to the food banks</p> <p>- Monitor homelessness applications closely</p> | <p>LOW</p> | <p>- Additional funds will be made available to local food banks if necessary.</p> | | <p>- New risk, to be discussed further.</p> |
| <p>BR13 - Additional care requirements</p> <p>There may be increased health care costs due to elderly British nationals returning to the UK who require more support.</p> | <p>MEDIUM</p> | | <p>MEDIUM</p> | | <p>PEOPLE Ongoing</p> | <p>- New risk, agreed at the last Panel meeting.</p> |

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 |
|-----------------------------------|---|--|--|--|--|--------------|------------|---------------|
| RISK CATEGORY 1: Workforce | | | | | | 3 | 4 | MEDIUM |
| 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 | LOW |
| 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 | LOW |

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| 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 |

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| | | | <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"> Free movement of people within the EU Mutual recognition of professional qualifications <u>The working</u> | <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 |

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| care. Recruitment & retention of key roles (eg nurses and care staff) is an existing problem which may 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"> the working time directive. | 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 |

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| | | 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 |

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| | | 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"> We have 2 EU nationals in legal Professional qualifications, would European qualifications be recognised | 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 |

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| | | 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 |

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| | | 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 & Selection Training.</p> <p>Review and update relevant HR policies</p> | 3 | 4 | MEDIUM |

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| | | 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 |

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| | | | <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 ' <u>Brexit no deal</u> ' | 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 |
|-----------------------------------|---|---|---|--|----------------------|--------------|------------|-------------|
| Risk Category 2: Financial | | | | | | 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 |

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| | 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 |

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| | 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 |

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| | | <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 |

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| | 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 |

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| | 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 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 |
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| Risk Category 3: Legal | | | | | | 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 |

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| | <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 |

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| | 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 |

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| | <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 |

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| | | | <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 |

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| | <p>Legislation changes</p> <p>The list of areas affected is vast. Identified Brexit impact areas include; procurement, state aid, employment, waste/recycling & 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"> • Which laws should be kept? • Which laws should be amended? • Which laws should be repealed altogether? • What are the risks? What are the | | | | <p>information.</p> <p>Pooling knowledge with other local authorities</p> | | | |
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| | <p>opportunities?</p> <ul style="list-style-type: none"> Consequences of secondary legislation? <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 |

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| | 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 |

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| | 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 |

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| | 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"> • Contract / procurement law advice • Employment advice • Eligibility of EU national services users • European arrest warrants • Asylum - Schengen agreement | 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 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 |
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| Risk Category 4: Suppliers/providers & Goods | | | | | | 4 | 4 | HIGH |
| 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 | MEDIUM |
| 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 | LOW |
| 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 | MEDIUM |

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| 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 |

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| | forward. Suppliers may use people from other EU nations. | | | | | | | |
| Adult Social Care | <ul style="list-style-type: none"> the regulation of medicines and devices procurement and competition law | <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&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&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"> the regulation of medicines | If no trade deal is | It is expected that | No | No specific issues | 4 | 3 | MEDIUM |

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| | <ul style="list-style-type: none"> and devices • procurement and competition law • Tariff free access to goods within the EU | 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 |

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| Services | that impact on the health and care system, including: <ul style="list-style-type: none"> • The working time directive • procurement and competition law | 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"> • the regulation of medicines and devices • procurement and competition law | If no trade deal is agreed, the UK will fall back on World Trade Organization rules, which could see specific tariffs being be 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 |

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| 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"> To the extent that all employees are affected. Import and exports would be affected | 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 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 |
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| Risk Category 5: Community | | | | | | 5 | 3 | MEDIUM |
| 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 | MEDIUM |
| 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 | LOW |

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| | | 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 |

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| | | 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 |

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| | | <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 |

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| | | 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 |