

ENFIELD BREXIT PANEL: Agenda and Related Documents

Date: **17th September 2019**

Timing: **3.00 pm – 4.00 pm**

Venue: **Place Shaping Room, 1st 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 Cary, Shaun Rogan, Stacey Walker (NMH), Stuart Lines, Tony Theodoulou

Apologies: Ian Porter (NHS) will no longer be attending kelley Hamilton is replacing him, Natalie Fox,

A G E N D A

- 1 Welcome and Introductions**
- 2 Actions from previous meeting of 03/09/2019**
- 3 Risk Register health check (paper attached)**
 - Implications of release of Operation Yellowhammer**
- 4 Update from the Single Point of Contact (Enfield Council)**
- 5 Operational updates**
 - Metropolitan Police
 - Health leads (external and internal)
 - Enterprise Enfield / NLCCI
 - Citizens Advice Enfield
 - Libraries
 - Communications
- 6 Any other business**

i. Date of next meeting: 1st October 2019

Enfield Brexit Panel: Actions and Notes for Clearance

Date: 3rd September 2019

Timing: 5.00pm – 6.00pm

Venue: Place Shaping Room, 1st Floor, Civic Centre

Attendees:

Cllr Ian Barnes, Ian Davis Jeremy Chambers, Shaun Rogan, Claire Reilly, Julie Mimmagh, Tony Theodoulou, Mary Monaghan (Enfield CAB), Fay Hammond, Despina Johnson (Enterprise Enfield), Glenn Stewart, Bindi Nagra, Sarah Cary, David Greely, Lee Shelsher, Gemma Young, Andrea Clemons, David Stacey (North Middlesex Hospital)

Apologies: Petra Lazar (Met Police), Jayne Middleton-Albooye

A G E N D A

1 Welcome from Chair and actions from last meeting

- *All actions were completed or escalated through the agenda for today's meeting.*

2 Revisiting the Enfield Brexit Risk Register and preparing for No Deal

- The risk register had been revisited and updated further as the prospect of No Deal has increased further. Thanks to Ejaz Patel and Gemma Young for coordinating the updated document.

Action: The panel agreed that the updated risk register be uploaded and linked to the Council Brexit webpage tomorrow – Wednesday 4 September 2019 (Shaun Rogan to coordinate)

Action: Update to Risk Register to cover availability of vaccination medicines and mitigating actions (Gemma Young)

3 Updates on advice from Government through the Enfield Single Points of contact

- **Action:** No further substantive updates since the previous meeting but further update from the SPOC following next telecon and half day London Resilience Forum event on 16 September will be presented to the Panel (Jeremy Chambers to report back)

4 Supporting local people

- Roundtable discussion on future community engagement priorities
 - i. **Action:** Letter to EU nationals to be send to over 21k residents commencing from Friday 6 September 2019 to contain leaflet outlining accredited CAB assistance offer. (David Greely/Shawn Rogan)
 - ii. **Action:** To note that the Leader of the Council has met with some community leaders and we continue to seek ways to involve local communities in helping to access those hardest to reach.
 - iii. **Action:** A piece of work has been commissioned externally to help us better identify the spatial distribution of EU national communities in the borough. A draft report should be with us in mid/late September. This will enable a further wave of targeted engagement to ensure we are best placed to contact local people where they live. The report will be discussed at the first available meeting following receipt. (*Jeremy Chambers / Shaun Rogan*)
- Verbal updates from North Middlesex Hospital representative, CAB and Enterprise Enfield:
 - i. **Action:** Enterprise Enfield launching a new social media campaign to engage local business and highlight the current offer to local business for advice and support. (Despina Johnson)
 - ii. **Action:** Enterprise Enfield/North London CCI to work pan-London to seek to access new £10m Business Readiness Fund – update to next meeting (Despina Johnson)
 - iii. **Action:** North Middlesex Hospital working to identify those amongst its workforce who may need assistance to register. Refresh of supply chain review completed. (David Stacey)
 - iv. **Action:** North Middlesex Hospital working with local CAB to arrange a registration awareness day for October 2019. (David Stacey)
 - v. **Action:** North Middlesex representative will report back from NHS Summit meeting to be held on 19 September to the 1 October meeting. (David Stacey)
 - vi. **Action:** Local CAB now extended community offer support to encompass Edmonton Green Library. Working to limit amount of scanning requirement and considering how to split out ‘process’ from ‘advice’ more effectively. Enfield Council to see if Council Tax Bill evidence can be retrieved to help with the application process re.

proof of address and whether any further assistance can be provided with appropriate kit for use in libraries (Mary Monaghan/Fay Hammond/Shawn Rogan)

- vii. **Action:** The Panel agreed that given the present circumstances that should a 'spike' in demand for CAB assistance from local people become a reality that further proportionate Brexit Grant would be allocated to them to meet that demand. This to be kept under regular review.
- viii. **Action:** Action to be taken by Enfield Council to arrange CAB awareness day with the workforce (Julie Mimmagh/Mary Monaghan)

5 Communications update

Action: An updated communications plan was presented by David Greely and will be appended to this action note (Shaun Rogan/David Greely)

6 Any other business (Inc. date of next meeting)

- Date of next meeting tbc
 - i. **Action:** To note the next two meetings are now in diaries for 17 September 2019 and 1 October 2019 with further diary confirmations to follow (Rosa Cuffaro/Jeremy Chambers)
- Update on invitations to new members (health)
 - i. **Action:** Invitations sent to North Middlesex (present), Chase Farm, Enfield CCG and BEH-MHT (Shaun Rogan)
- Handing over administrative support for the Brexit Panel and future clerking requirements
 - i. **Action:** Handover to Law and Governance/Emergency Planning will begin this week and complete following next Brexit Panel meeting on 17 September 2019 (Shaun Rogan/Paul Danks)
- Procurement review/support
 - i. **Action:** Lead officers to review Business Impact Assessments and revisit critical supplier lists to ensure up to date. (Claire Reilly/All Council leads)
- Further discussion on ICT implications for No Deal and future operational efficiency
 - **Action:** Paper/presentation to come to next meeting on 17 September 2019

Changes made to Risk Register since meeting of 03 SEP 2019

Amendment to reflect Chase Farm also being invited to the Panel as per BR1.

Direction of Travel

- Date changed from August to September

100 Day Risk Register

- Officers names removed and replaced by Department
- Dates changed to 1 October / Ongoing
- BR1 – Control amended to include North Middlesex (Shaun – please add in any other partners who attend the Panel)
- BR2 – Control added (North Middlesex attending and Vaccines) & Action amended (CCG & BEHMH to be invited)
- BR3 – Control added (re Gold command)
- BR5 – Wording amended (Q1 reference changed to first quarter post Brexit)



Longer version

- Page 17, amendments from Fay
- Page 23, Question marks removed, “able” changed to “supported”
- Page 36, NHS £334million added
- Slight formatting adjustments (page count reduced by 2)

Direction of Travel

Short-Term Brexit Risk Register, Day 1-100, As at 3rd September

RISK	INITIAL RISK LEVEL	RESIDUAL RISK LEVEL FEB 19	RESIDUAL RISK LEVEL SEP 19	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	↓

<p>BR7 – Community offer Inadequate provisions and/or communications by LBE regarding services offered to facilitate transition post Brexit for EU residents of the Borough</p>	HIGH	HIGH	MEDIUM	
<p>BR8 – Supply chain Disruption to supply chain may cause adverse effects on delivery of services and/or increased costs.</p>	HIGH	MEDIUM	LOW	
<p>BR9 – Data Protection & compliance Data transfers between the UK and EU / US may not be legal or compliant and could be open to challenge.</p>	MEDIUM	N/A	MEDIUM	N/A
<p>BR10 – European elections Preparations – logistics/security etc.</p>	HIGH	N/A	CLOSED	N/A

Short-Term Brexit Risk Register, Day 1-100 (September 2019)

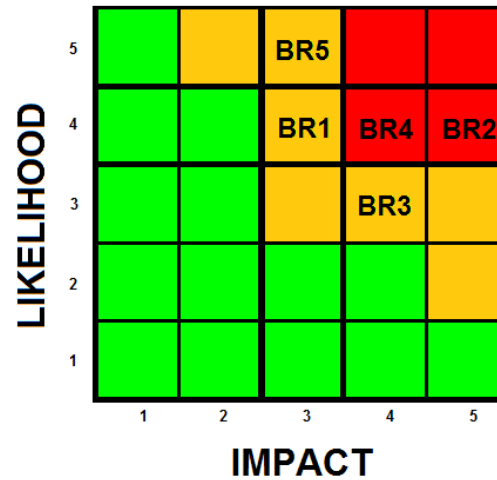
Risk Ref / Title / Detail / Description	Initial Risk	Controls – What we have in place	Current Risk	Actions – What we still need to do	Lead Department / Target Date	Update / Changes
BR0 – Preparedness Inadequate preparations made by the Council in the event of a “No Deal” Brexit will result in significant disruption to services.	HIGH	- Brexit Panel set up, ToR agreed - Panel membership includes Police, LFB, CAB 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	Continue to liaise with regional/national partners to ensure readiness and feed relevant local information to Government as requested.	CEX Ongoing	-No change
				Ensure prompt circulation of new information to Panel members for action/information	CEX Ongoing	
				Proposal pending for areas of potential future commitment (communication team and staffing resource)	CEX Ongoing	
BR1 – Fuel shortage Fuel shortage caused by panic buying and/or delays to supply, causes disruption to key services	HIGH	- Fuel reserves held - National and local fuel plans in place	MEDIUM	Continue to monitor situation via Single Point of Contact network to regional/national guidance	CEX Ongoing	-Risk rating was reduced at the last panel
BR2 – Medicine shortages Delay in access to medicines and/or shortage of supply may result in increased costs and disruption in service	HIGH	- 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	Further updates to brought back to the meeting as information becomes available. Chase Farm, Enfield CCG & Barnet, Enfield and Haringey Mental Health invited to attend next Panel meeting.	PEOPLE 1 October 2019	-Risk rating was reduced at the last panel

<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>	<p>Lead officers to continue to monitor and disseminate information from relevant agencies.</p>	<p>CEX Ongoing</p>	<p>-Risk rating was reduced at the last panel as no issues have currently been raised by the police</p>
<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>	<p>No further actions planned, Risk currently at an acceptable level</p>	<p>Not applicable</p>	<p>-No change</p>
<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>	<p>No further actions planned, Risk currently at an acceptable level</p>	<p>Not applicable</p>	<p>-No change</p>
<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>	<p>Deliver agreed communications plan and update/amend as needed</p>	<p>CEX Ongoing</p>	<p>-Risk rating was reduced at the last panel</p>

<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>	<p>-Council has agreed to provide some community support via its 4 flagship libraries</p> <p>-LBE & CAB to deliver joint community offer services to local people.</p> <p>-Funding for CAB agreed on 9 April 2019 to enhance services to local people.</p>	<p>MEDIUM</p>	<p>-CAB offer at our flagship libraries being promoted as part of our overall Brexit information campaign.</p> <p>-Enfield Town and Palmers Green are in a good position, additional work required with Edmonton Green and Ordnance Road libraries.</p>	<p>RESOURCES</p> <p>Ongoing</p>	<p>-Proposal to reduce risk rating to low given current preparations.</p>
<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>No further actions planned, Risk currently at an acceptable level</p>	<p>Not applicable</p>	<p>-Risk rating was reduced at the last panel as assurances received in a number of areas.</p>
<p>BR9 – Data Protection & compliance</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>- DPO in place</p>	<p>MEDIUM</p>	<p>To be discussed at the next meeting. DPO to be invited to attend next meeting</p>	<p>CEX / RESOURCES</p> <p>1 October 2019</p>	<p>No Change</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
Place – OPERATIONAL SERVICES	Mild – possibly up to 20% EU staff in	Some impact on workforce	Renegotiation of labour, changes to employment law,	Not sufficiently	None to date	3	2	LOW

	extreme case, but unknown		loss of % of workforce. Possible increase in staff costs and difficulty recruiting.					
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 ot 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 medium risk (of occurring but high risk of harm if this issue did materialise) as these staff have	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 but in a poor one, with the potential to become worse after Brexit, the task of replacing them	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>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>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 care.</p> <p>Recruitment & retention of key roles (eg nurses and care staff) is an existing problem which may be</p>	<ul style="list-style-type: none"> Free movement of people within the EU Mutual recognition of professional qualifications <u>The working time directive.</u> 	<p>Potential for increased shortage of key staff (care staff/qualified nurses)</p> <p>Arrangements for mutual recognition of professional status my change for some workers.</p> <p>WTD unlikely to change at least in the short term</p>	<p>Reduced Health and Social Care Workforce, increasing costs.</p> <p>Inability to provide core services so increased Delayed Transfers of Care from Hospital. Provider failure.</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 of them as possible to stay and continue to make a valuable contribution to the</p>	<p>Care Home and Domiciliary care providers have been provided with information about arrangements for EU Citizens remaining after Brexit.</p>	3	3	MEDIUM

exacerbated by a no deal scenario				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	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. Arrangements for mutual recognition of professional status might change for some workers.	Reduced Social Care Workforce, increasing costs. In ability to provide core statutory services due to major recruitment problems.	No. The announcement that EU citizens currently living in the UK will be able to remain. Hopefully it will persuade as many of them as possible to stay and continue to make a valuable contribution to the social care workforce.	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 have indicated they will be leaving	3	3	MEDIUM

School Early Years Improvement Service	No anticipated impact	No anticipated impact	<p>Longer term – any drop in learner numbers attending Enfield schools will impact adversely the funding available to deliver the service.</p> <p>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.</p>	No		1	1	LOW
SEP & AM	Construction industry workers	Lack of skilled available workers in the construction industry	Possible longer contract periods with associated increased costs	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	3	MEDIUM

Legal and Complaints	<p>To the extent that all employees are affected.</p> <ul style="list-style-type: none"> We have 2 EU nationals in legal Professional qualifications, would European qualifications be recognised 	Low	Low	No	<p>Speak with Affected staff, consider what their plans are, reassure them.</p> <p>Be guided by the Council approach</p>	2	2	LOW
HR1	Ethnicity is collected but not nationality	<p>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 work in the UK.</p> <p>The right to work may change if there is a 'no deal' situation.</p>	Additional process to collect and record nationality for both existing and new staff.	Yes	<p>Communication planned to contact existing staff to inform and collect nationality data for EU nationals working at LBE.</p> <p>Preparing process to inform and gather this information for new joiners.</p>	3	4	MEDIUM
HR2	Systems and processes to record nationality and details relating to right to work status	Whether there is a 'deal' or 'no deal' the Council will need to record data and have systems in	On-going monitoring to ensure existing and new staff submit copies of relevant	Yes	Reviewing existing SAP functionality and preparing a specification for any changes that	2	3	LOW

	including any time limits.	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'.	documents to confirm their right to work.		will/may be required.			
HR3	EU citizens currently have an automatic right to work in the UK.	'Deal' – Settled Status agreement 'No deal' – uncertainty relating to on-going rights of EU citizens to work and reside in the UK	Uncertainty may be stressful for staff and managers. Could impact on the Council's ability to attract and retain good workers. May limit the potential talent pool and impact on the Council's ability to recruit good staff. Need to understand the rights of EU nationals arriving in the UK post-Brexit.	Yes	Communications Planning for 'Settled Status' arrangements. Workforce planning and on-going monitoring of recruitment and external labour market. Planning for different scenarios. 'No-deal' – if UK nationals currently working in Europe return to the UK this could mitigate	3	4	MEDIUM

					against the loss of EU nationals in the British labour market.			
HR4	Managers may not understand the rights of EU Citizens to work in the UK post-Brexit	Managers will need to understand the rights of their workforce in the event of a 'deal' or 'no deal' scenario. This will impact on their workforce plans and could result in potential disruption to their service.	Supporting and advising staff and managers. Robust workforce planning. Potential impact on candidate pools when recruiting.	Yes	Communications and information for managers. Review and update Recruitment & Selection Training. Review and update relevant HR policies and guidance.	3	4	MEDIUM
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.	<p>Staff may feel unsupported and may encounter problems paying for the Settled Status application.</p> <p>Some staff may be unaware of the need to register and apply for Settled Status and may lose their right to work.</p> <p>This could present problems retaining and recruiting staff in these services.</p>	Yes	<p>Staff communications to ensure staff are aware and understand their responsibilities.</p> <p>Review workforce plans.</p> <p>Consider whether low paid workers require any support or short-term loan to apply for Settled Status.</p> <p>Support services to complete robust workforce plans</p>	3	4	MEDIUM
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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
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 service, increase in prices</p>	<p>None</p> <p>Potential – but managed through treasury advice.</p> <p>Following professional advice, action already been taken</p>	<p>Medium risk – budget 2020-21 and beyond budget pressure</p> <p>Medium Risk – managed through treasury advice and Treasury Strategy</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 manage our borrowing, Treasury Strategy sets</p>		5	4	HIGH

	Interest rate rises on borrowing impacts on the revenue budget	to take advantage of exceptionally low PWLB interest rates for planned borrowing.		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 funding.	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 funding.	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 funding.	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 same way as all previous budget reductions have been dealt with.	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 and risk for the community.	2	3	LOW
Adult Social Care	The UK is a net contributor to the EU. It is the government's intention to use	If independent forecasts are correct and Brexit has a significant	The NHS and social care are already struggling to manage within	No	Adults Social Care budgets are supported through	3	3	MEDIUM

	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)	long term negative impact on the economy, this will reduce the funding available for health and social care.	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.		the MTFP plan for the Council			
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 economy, this will reduce the funds social care. Increased financial pressures on staffing and client costs due to families suffering	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. Long term potentially more UASC arriving. Increased	No	We will regularly monitor through OMG, track any trends and pressures respond and escalate accordingly.	2	3	LOW

		increasing poverty and NRPF and increase in adolescents coming into care.	pressure on section 17 budget, more NRPF families and increased LAC and leaving care population					
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 programmes aimed at vulnerable learners eg NEETs</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>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 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</p>	Loss of ESF funding already factored in – although not necessarily fully appreciated. This is likely to have a further pressure on mainstream budgets	Early Years services will continue to seek additional funding streams.	3	3	MEDIUM

			<p>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 Grants	Central Government Grants are insufficient to deliver school buildings	Council increases borrowing to deliver building projects.	Insufficient data to plan accurately	Council made aware of risks via Capital Monitor so high level mitigation can be looked at Corporately	4	3	MEDIUM
Legal and Complaints	<p>Indirectly as we advise on some projects that receive European funding (ok until end 2020)</p> <p>Austerity cuts to plug the European funding loss.</p>	Low to Dept	Low	No	Need to develop expertise in funding	2	3	LOW
Resources	Risk that economy or unintended consequences results	None	Medium Risk - Potential ongoing cost pressures	No specific budget provision for Brexit, immediate issues		3	3	MEDIUM

	in increase in poverty – resulting in increase in financial hardship which indirectly impacts on resources (financial and capacity etc)		need to increase requirement for savings in MTFP	would need to be funded through reserves and longer term via the MTFP process				
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 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 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.		Unclear			3	3	MEDIUM

	We check right to live and recourse to public funds in housing and homelessness.							
AD Youth and Service Development	<p>The YOU is a statutory service with the aim of preventing offending and re-offending. Additionally, they have statutory child protection and welfare 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</p>	There is an area which will have limited effect on services regardless of the type of Brexit. However, working on some individual cases may become more complex and require a lot more work due to new complexities that may come into play post Brexit,	In the longer term these issues will become identified and will be dealt with on a national level and case law etc will be developed that will improve the situation.	Not as yet. More work needs to be done to fully identify the potential risk and who it will affect before planning can be done to mitigate the risk.	Research has started regarding level of issue and from that research a plan will be developed.	3	3	MEDIUM

	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.							
Adult Social Care	The statutory duties within health and social care are determined by UK legislation, principally the health and social care act 2012 and the Care Act 2014	No change	No change	no	N/A	2	2	LOW
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>	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 -	No	<p>None.</p> <p>None</p> <p>Local work on tobacco but unlikely to mitigate full effects</p>	2	2	LOW

	<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 legislation relating to, for example, food standards, antimicrobial resistance.</p> <p>Position and status of NICE could be undermined by US pharmaceutical companies.</p>		based advertising and cost-inflation.		<p>None</p> <p>None</p>			
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	Statutory responsibilities currently stretch the	Any immediate impact likely to lessen the pressure	Longer term we may continue to see a drop in numbers attending	To a certain extent		3	3	MEDIUM

Improvement Service	LA resources significantly	on the LA's finite resources	<p>Enfield schools – whilst this will potentially ease 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	<p>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</p>	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	3	3	MEDIUM

	<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 opportunities?				<p>disseminating the information.</p> <p>Pooling knowledge with other local authorities</p>			
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	<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 to other EU nations. Likewise people given asylum and Citizenship</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

	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 legislation	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
Children and Family Services	Public health legislation for a number of policy areas, in particular food safety and			No				

	<p>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</p>							
<p>Legal and Complaints</p>	<p>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 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</p>	<p>Low as I do not think we transfer on to countries outside UK</p>	<p>Low</p>	<p>No</p>	<p>Need to review where data is held and sent to</p> <p>Need to develop expertise in Legal to advise</p>	<p>3</p>	<p>3</p>	<p>MEDIUM</p>

	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
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
Place – OPERATIONAL SERVICES	Procurement rules	Unclear	Confusion about procurement rules – leading to either			4	3	MEDIUM

			positive or negative changes					
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 forward. Suppliers may use people from other EU nations.	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

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 and devices procurement and competition law Tariff free access to 	<p>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</p>	<p>It is expected that contingency arrangements being planned for currently (in/out of EU) will mitigate any impact with potential for short term increase in</p>	No	<p>No specific issues have been identified regarding goods, however, this will require on-going review.</p>	4	3	MEDIUM

	goods within the EU	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.	costs but longer term stabilisation					
Public health	Regulation of medicines (smoking, NHS health checks) Procurement and competition law	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 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 procurement and competition law 	A wide range of staff groups is likely to be affected, including lower-skilled workers and lower paid roles.	It is likely that social care providers will face increased competition from other industries, such as retail, when trying to recruit lower-skilled staff.	No	ART and children's commissioners to contact all providers to assure ourselves that services will continue to meet needs and BCP are in place.	3	3	MEDIUM

Children and Family Services	<p>There are a number of EU regulations that impact on the health and care system, including:</p> <ul style="list-style-type: none"> • the regulation of medicines and devices • procurement and competition law 	<p>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.</p>		No	Continue to monitor situation via professional networks	2	3	LOW
School Early Years Improvement Service	<p>Currently the education system is significantly supported by teaching and support staff who are overseas EU nationals.</p>	<p>Provision likely to 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</p>	<p>Provision likely to 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'</p>	To a certain extent	Include the potential impact of Brexit on our yearly refresh of the Childcare Sufficiency Assessment.	3	4	MEDIUM

		teaching/support staff depart the UK	<p>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>					
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	Low Cannot assess	Low Cannot assess	No	None needed	1	1	LOW

	<ul style="list-style-type: none"> • To the extent that all employees are affected. • Import and exports would be affected 							
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 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 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 demand for council housing or homelessness	Possible reduction in EU citizen requests for support. Possible increase in homelessness arising from economic changes.	Not sufficiently		2	3	LOW

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 amongst population including those who may already be prone to mental ill	The Department is engaging with providers of services in order to manage any uncertainty real or perceived around	No	Care teams will continue to review clients at risk of increased anxiety.	2	3	LOW

		health, disability and illness.	ongoing arrangements					
Public health	<p>Working rights legislation</p> <p>Environmental standards</p> <p>Air Quality legislation</p> <p>Weakening of intelligence systems to monitor terrorism.</p> <p>Delayed access to medicines</p> <p>Reduction in medical staff</p>	Delayed / cancelled access to healthcare.	<p>Workers rights likely to be weakened.</p> <p>Environmental standards weakened.</p>	No	Coordination with NHS but difficult to foresee a solution.	3	3	MEDIUM
Children and Family Services		Increased levels of anxiety and stress amongst population including those who may already be prone to mental ill health, disability and illness.	More families increased poverty, increased stress and pressure, increase in family breakdown.	No	<p>All LAC children affected have been identified and will be supported as required.</p> <p>We will continue to monitor matters and respond accordingly using statutory and</p>	3	3	MEDIUM

		<p>Increasing poverty as goods become more expensive.</p> <p>Possible increase in hate crime and discrimination.</p>			support frameworks			
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 condition works putting schools at risk of closure	Increasing backlog of school condition works	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	3	3	MEDIUM

					mitigated on a case by case basis			
Public health	Non-sharing of information on potential terrorist threats.	Unknown	Unknown	No	None	5	2	MEDIUM