

Enfield Brexit Panel

Date: **3rd September 2019**

Timing: **5.00pm – 6.00pm**

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

Invitees:

Cllr Ian Barnes, Ian Davis Jeremy Chambers, Shaun Rogan, Peter Alekkou, Sally Kanabar-Wilson, Petra Lazar (SPOC – Police), Helen Papadopoulos (SPOC – Enfield Council), Jayne Middleton-Albooye, Mary Monaghan (Enfield CAB), Fay Hammond, Despina Johnson (Enterprise Enfield), Glenn Stewart, Bindi Nagra, Sarah Cary, David Greely, Lee Shelsher, Gemma Young,

A G E N D A

- 1 Welcome from Chair and actions from last meeting**
- 2 Revisiting the Enfield Brexit Risk Register and preparing for No Deal**
- 3 Updates on advice from Government through the Enfield Single Points of contact**
- 4 Supporting local people**
 - Roundtable discussion on future community engagement priorities
 - verbal updates on advice and guidance from Citizens Advice Enfield and Enfield Council Libraries Service
 - Verbal updates from Metropolitan Police and Enterprise Enfield
- 5 Communications update**
- 6 Any other business (Inc. date of next meeting)**
 - Date of next meeting tbc
 - Update on invitations to new members (health)
 - Handing over administrative support for the Brexit Panel and future clerking requirements

Enfield Brexit Panel: Action Points from meeting (draft)

Date: **8th August 2019**

Timing: **10.00am – 11.00am**

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

Attendees:

Cllr Ian Barnes, Jeremy Chambers, Shaun Rogan, Peter Alekkou, Sally Kanabar-Wilson, Petra Lazar (SPOC – Police), Helen Papadopoulos (SPOC – Enfield Council), Jayne Middleton-Albooye, Jill Harrison (Enfield CAB), Fay Hammond, Despina Johnson (Enterprise Enfield), Glenn Stewart, Bindi Nagra, Sarah Cary, David Greely, Lee Shelsher, Gemma Young

A G E N D A

1 Welcome from new Chair and Introductions

2 Revisiting our Terms of Reference (attached)

- **Action:** Changes to membership to agreed to reflect changes since previous iteration of the ToR and modifications to focus of Brexit Panel. Jeremy Chambers/Shawn Rogan to amend and circulate with final action note.

3 Revisiting the Enfield Brexit Risk Register (attached)

- **Action:** Updated risk register circulated and agreed. Sarah Cary to look into new BR11 risk on housing checks and immigration right to rent and also impacts of 'No Deal' on the local housing market.

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

- Helen Papadopoulos (local authority)
 - i. **Action:** Jeremy Chambers to become primary Enfield SPOC from August 2019
 - ii. **Action:** Helen to liaise with Claire Johnson and Lee Shelsher to examine scanning capacity at the local authority to support local EU nationals in making applications to remain
- Petra Lazar (Police)
 - i. Weekly meeting with the Met to reinstate during August 2019. Position overall not changed – still considering civil contingency planning and flexible response to deal with any hotspots in London. National arrangements in place if required. Police would like to be informed if any 'Brexit related' incidents occur in the borough.

- Glenn Stewart (NHS/Public Health)
 - i. **Action:** Glenn Stewart to supply the Chair with details on the Kings Fund Brexit assessment on likely pressures of No Deal.
 - ii. **Action:** Need to understand current levels of information shared by the NHS to their patients. Stuart and Bindi to investigate and update at next meeting.
 - iii. **Action:** Contact to be made with Head of Scrutiny to consider Health Scrutiny session on NHS/CCG preparedness in Enfield. **Action:** Shaun to liaise with Stuart/Bindi inviting a CCG representative to the next meeting
 - iv. **Action:** Bindi to work with Directorate colleagues to provide a detailed breakdown of LAC preparedness and criminality issues (with numbers)
- Despina Johnson (Enterprise and Business)
 - i. Still remains quiet. NCCE – web-based advice and signposting available but uptake remains very low form local business. Link to London Growth Hub who are presenting sub-regionally to businesses.

5 **Supporting local people – updates on advice and guidance from Citizens Advice Enfield and Enfield Council Libraries Service**

- Jill Harrison (Citizens Advice Enfield)
 - i. 2 drop ins centres now active – Palmers Green and Enfield Town library. Comms directly targeting new communities and promotion via London Radio. **Action:** Jill to look at possibility of extending into Edmonton with more regular targeted advice services.
 - ii. **Action:** Look at initiating a phased mailshot to EU nationals using the public election register – panel agreed in principle to utilise Brexit Grant resources upon presentation of a more worked up proposal – Jill/Fay/Shawn to lead on proposal development
- Lee Shelsher (Enfield Libraries Service)
 - i. No further action at this point

6 **Brexit Grant – Future use to meet likely support requirements**

- Note on increased Government assistance for ‘no deal’
- Community Support
- Organisational capacity and support (including support for the Brexit Panel and SPOC)

Action: Fay and Shaun to look at overarching financial commitments and work with Jill Harrison to identify proportionate contingency ringfence to manage increased service demand in the event of ‘No Deal’.

7 **Communications update**

- David Greely/Shawn Rogan

- i. **Action:** Look to review website content in the light of increased potential for no deal, and new press release from local authority. Reinstate front page link to Brexit page, review twitter/facebook messaging. David/Shawn/Lee to action.
- ii. **Action:** David to revise and recirculate communications plan

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

- i. **Action:** Gemma Young – Organise officer session on medium term risks to the organisation – can be shared as an update to the Risk Committee to have a session with workshop
 - ii. **Action:** Shawn and Jeremy to draft a short update to Cabinet for 11 September meeting on latest organisational position.
 - iii. **Action:** Chair requested demographic/spatial breakdown of population across the borough. Sam Buckley to arrange provision of this.
- Date of next meeting tbc
 - i. **Action:** Early September 2019 – Jeremy Chamber's Office to coordinate diary date

ENFIELD BREXIT PANEL

Membership and Terms of Reference (August 2019)

The panel shall be known as the 'Enfield Brexit Panel'. It is a time limited, task focused group, established to assist the local authority in managing its response to the UK exiting EU. The Group is not a formal committee and is not a decision-making body. The Group will report back to the Cabinet and make recommendations for decisions where and when appropriate to do so.

Membership

- 1 The Deputy Leader of the Council will Chair the Enfield Brexit Panel.
- 2 The Enfield Brexit Panel shall consist of senior officers from across the local authority and the core membership is set out below.
- 3 The Enfield Brexit Panel may as it sees fit invite other members, representatives from other partner organisations, other public and private and third sector bodies to take part in the work of the group where and when appropriate to do so.

Core Membership:

Cllr Ian Barnes	(Chair, Deputy Leader of the Council)
Jeremy Chambers	(Director of Law and Governance – Deputy Chair, SPOC)
Helen Papadopoulos	(Head of Emergency Planning – Deputy SPOC)
Tony Theodoulou	(Executive Director of People)
Sarah Cary	(Executive Director of Place)
Fay Hammond	(Director of Finance - Acting ED, Resources)
Nicky Fiedler	(Commercial Director - Procurement)
Jayne Middleton-Albooye	(Head of Legal Services)
Julie Mimmagh	(Head of HR)
David Greely	(Head of Communications)
Gemma Young	(Head of Internal Audit and Risk Management)
Petra Lazar	(Metropolitan Police - SPOC)

Despina Johnson	(Enterprise Enfield – NLCCI)
Jill Harrison	(Citizens Advice Enfield)
Andrea Clemons	(Head of Community Safety)
Shaun Rogan	(Head of Corporate Strategy)

Terms of Reference

The Brexit Panel will focus on the following main areas of interest:

- To identify, lead and coordinate workstreams and research on the likely impact on council services, residents and businesses as a result of the UK leaving the EU;
- To work with partner agencies and relevant stakeholders in minimising, so far as is possible, the impact of the UK leaving the EU;
- Working with external partners to ensure a joined up response
- To manage risk associated with identified areas of interest and ensure the local authority plans as effectively as possible to ensure business continuity;
- To make recommendations to Cabinet about actions the Council should consider taking to ensure any impacts arising from the UK leaving the EU are mitigated; and
- To ensure consistent communications to assist residents and businesses in Enfield regarding the UK leaving the EU
- To ensure consistent and regular internal messaging to the council workforce

The panel has agreed work streams to deliver a formal work programme and allocate leadership on identified workstreams in its first formal meeting. These are as follows:

- **Overarching Risk Management/Controls** to be led by Gemma Young
 - **Financial** to be led by Fay Hammond
 - **Workforce** to be led by Julie Mimmagh
 - **Legal** to be led by Jayne Middleton – Albooye
 - **Communications** to be led by David Greely
 - **Community resilience and cohesion** to be jointly led by Helen Papadopoulos (Community resilience and business continuity) and Shaun Rogan (Community Engagement)
 - **Service Delivery** to examine potential directorate impacts on service delivery for the council (including supply chain and logistics) to be led

by officers nominated by each Executive Director except for the Chief Executive's where the Director of Law and Governance would nominate (to be finalised in January 2019)



Meetings of the Brexit Panel

1. The frequency of meetings of the Brexit Panel will be determined by the Chair.
2. The ordinary place of meetings will be at the Civic Centre, Silver Street, Enfield EN1 3XA.
3. In the absence of the Chair the Group will elect a person to Chair the meeting.
4. Meetings of the Panel will not be held in public.
5. Relevant officers will assist with the successful convening of the Enfield Brexit Panel.
6. The meeting will not be subject to formally minuting but agreed actions will be recorded, agreed and allocated by the Enfield Brexit Panel for taking forward

Direction of Travel

Short-Term Brexit Risk Register, Day 1-100

RISK	INITIAL RISK LEVEL	RESIDUAL RISK LEVEL FEB 19	RESIDUAL RISK LEVEL AUG 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 – Qtr 1 Funding Temporary delay on EU direct funding/grants scheduled to be received in qtr1	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	↓

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	N/A
BR10 – European elections Preparations – logistics/security etc.	HIGH	N/A	CLOSED	N/A

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

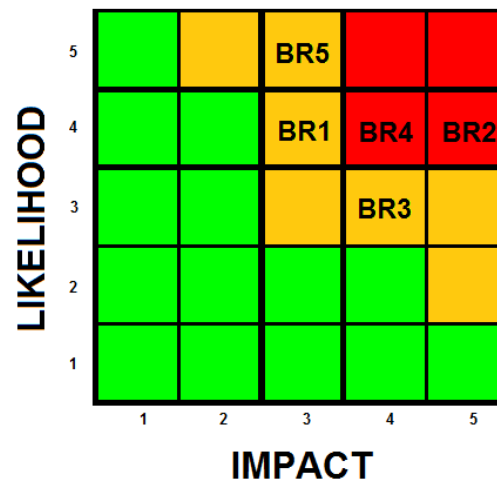
Risk Ref / Title / Detail / Description	Initial Risk	Controls – What we have in place	Current Risk	Actions – What we still need to do	Lead Officer(s) / Target Date	Update / Changes
BR0 – Preparedness Inadequate preparations made by the Council in the event of a “No Deal” Brexit will result in significant disruption to services.	HIGH	- Brexit Panel set up, ToR agreed - Panel membership includes Police, LFB and CAB. - 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.	Helen Papadopoulos / Shaun Rogan 8 Aug 2019	-No change
				Ensure prompt circulation of new information to Panel members for action/information	Helen Papadopoulos / Shaun Rogan 8 Aug 2019	
				Proposal pending for areas of potential future commitment (communication team and staffing resource)	Shaun Rogan, Julie Mimmagh and Fay Hammond TBC	
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	Helen Papadopoulos and Petra Lazar 8 Aug 2019	-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.	MEDIUM	Further updates to brought back to the meeting as information becomes available. CCG & North Mids to be invited attend next meeting to give assurance to the Panel.	Stuart Lines 8 Aug 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>	<p>- Existing emergency plan in place</p>	<p>LOW</p>	<p>Lead officers to continue to monitor and disseminate information from relevant agencies.</p>	<p>Helen Papadopoulos/Petra Lazar/Andrea Clemons 8 Aug 2019</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>	<p>- Unlikely to see any issues until 2020 - No concerns raised by staff or management</p>	<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 – First quarter funding</p> <p>Temporary delay on EU direct funding/grants scheduled to be received in qtr1</p>	<p>MEDIUM</p>	<p>- Exposure currently at a very low level with no disruption expected</p>	<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>	<p>- Crisis communication plan in place - Webpage updated</p>	<p>MEDIUM</p>	<p>Deliver agreed communications plan and update/amend as needed</p>	<p>Andrew Golder & David Greely 8 Aug 2019</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>David Greely & Lee Shelsher</p> <p>8 Aug 2019</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>Shaun Rogan / Steve Durbin</p> <p>8 Aug 2019</p>	<p>No Change</p>

Brexit Longer term risk assessment - to be explored further

Risk Ref / Title / Detail / Description	Impact	Likelihood	Risk Level	Target Date / Lead Officer(s)
BR1 - Workforce (See Pages 7-16)	3	4	MEDIUM	Julie Mimmagh
BR2 – Financial (See Pages 17-22)	5	4	HIGH	Fay Hammond
BR3 – Legal (See Pages 23-33)	4	3	MEDIUM	Jayne Middleton- Albooye
BR4 - Suppliers/Goods (See Pages 34-41)	4	4	HIGH	Fay Hammond
BR5 – Community (See Pages 42-46)	5	3	MEDIUM	Helen Papadopoulos & Shaun Rogan



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

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

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

	<u>directive.</u>	staff. Arrangements for mutual recognition of professional status might change for some workers.	problems.	persuade as many of them as possible to stay and continue to make a valuable contribution to the social care workforce.	and no staff thus far 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	Lack of skilled available workers in	Possible longer contract periods	Insufficient data to	Contingency will be increased to try and	3	3	MEDIUM

	industry workers	the construction industry	with associated increased costs	plan accurately	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			
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 recognise 	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	Whether there is a 'deal' or 'no deal'	Additional process to collect and	Yes	Communication planned to contact	3	4	MEDIUM

	nationality	<p>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>	record nationality for both existing and new staff.		<p>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>			
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	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

		'Settled Status'.						
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 against the loss of EU nationals in the British labour market.	3	4	MEDIUM
HR4	Managers may not understand the rights of EU Citizens to work in the UK	Managers will need to understand the rights of their workforce in the	Supporting and advising staff and managers.	Yes	Communications and information for managers.	3	4	MEDIUM

	post-Brexit	event of a 'deal' or 'no deal' scenario. This will impact on their workforce plans and could result in potential disruption to their service.	Robust workforce planning. Potential impact on candidate pools when recruiting.		Review and update Recruitment & Selection Training. Review and update relevant HR policies 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	Staff may feel unsupported and may encounter problems paying for the Settled Status	Yes	Staff communications to ensure staff are aware and understand their	3	4	MEDIUM

		lower graded/lower paid staff.	<p>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>		<p>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>			
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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</p>	<p>None</p> <p>Potential – but</p>	<p>Medium risk – budget 2020-21 and beyond budget pressure</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>No specific budget provision for Brexit, immediate issues would need to be funded through reserves and longer term via the MTFP process</p>		5	4	HIGH

	prices Interest rate rises on borrowing impacts on the revenue budget	managed through treasury advice. Shall we borrow early to avoid risk to a reasonable level?	Medium Risk – managed through treasury advice and Treasury Strategy	Integrated into our usual processes to 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	Whilst no services receive funds from the EU in the case of a no deal Brexit any negative impact on the economy and	Whilst no services receive funds from the EU in the case of a no deal Brexit any negative impact on the economy	No. The services have been reduced considerably since 2010 and more savings are already planned. Any impact on finances caused	We are developing a bigger pool of volunteers and more group work but any loss of staffing due to budgets reductions will	2	3	LOW

	will likely have an impact on service funding.	government finance will likely have an impact on service funding.	and government finance will likely have an impact on service funding.	by Brexit will be dealt with in the same way as all previous budget reductions have been dealt with.	increase vulnerability for young people 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	Social care are already struggling to manage within their existing	No	We will regularly monitor through OMG, track any trends and pressures	2	3	LOW

		<p>long term negative impact on the 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>budgets. If economic 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>		respond and escalate accordingly.			
School Early Years Improvement Service	School funding settlement based on Enfield resident population – contributed to by EU nationals.	Not fully sure what the net impact will be – reduced ESF probably more immediate than the slower lagged	Longer term we need to recognise that European funds will be lost but as we are a net contributor –	Loss of ESF funding already factored in – although not necessarily fully appreciated. This is likely to have a	Early Years services will continue to seek additional funding streams.	3	3	MEDIUM

	<p>EU funding is available to complement mainstream education – via ESF employability programmes aimed at vulnerable learners eg NEETs</p>	<p>response to DfE schools budgets.</p>	<p>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 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</p>	<p>further pressure on mainstream budgets</p>				
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			based on pupil numbers.					
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	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
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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 3: Legal						4	3	MEDIUM
Resources	? For Deputyship clients – ensure that they are able 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		Unclear			3	3	MEDIUM

	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</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	No	<p>None.</p> <p>None</p> <p>Local work on tobacco but unlikely</p>	2	2	LOW

	<p>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 legislation relating to, for example, food standards, antimicrobial resistance.</p> <p>Position and status of NICE could be undermined by US pharmaceutical companies.</p>		<p>healthcare market to non-evidence - based advertising and cost-inflation.</p>		<p>to mitigate full effects</p> <p>None</p> <p>None</p>			
Children and Family Services	<p>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>	<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.)</p>	<p>Increased pressure on Children's social care including increased NRPF, LAC and care leavers.</p>		<p>We will regularly monitor through OMG, track any trends and respond and escalate accordingly.</p>	4	3	MEDIUM

		while their families leave the UK.						
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	<p>Longer term we may continue to see a drop in numbers attending 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>	To a certain extent		3	3	MEDIUM
SEP & AM	Statutory obligations to deliver school places	Construction industry is unable to meet the	Reputational risk if unable to deliver sufficient places	Insufficient data to plan accurately	Risks will be incorporated in scheme risk registers	4	3	MEDIUM

		demand from LA's	also legal risk if litigious parent of a pupil without a place take the LA to court		and budgeted and mitigated on a case by case basis			
Legal and Complaints	<p>Monitoring of statutory duties affects our department</p> <p>Legislation changes 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>	Low to Medium in terms of resource	Low	No	<p>Identify Key Officers to track legislation and develop processes for disseminating the information.</p> <p>Pooling knowledge with other local authorities</p>	3	3	MEDIUM

	<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? • 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</p>							
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	within the legal department.							
AD Youth and Service Development	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 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.	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.	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.	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.	Research has started regarding level of issue and from that research a plan will be developed.	3	3	MEDIUM
Adult Social Care	Public health legislation for a number of policy	Short term UK government is transferring EU	Not known at this stage	No	N/A at this stage.	3	3	MEDIUM

	<p>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</p>	<p>legislation into UK law with longer term goal to review what will remain or be removed/amended</p>						
<p>Children and Family Services</p>	<p>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</p>			<p>No</p>				

	and regulations, with relevant directives transposed into UK legislation							
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 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).	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
Legal and Complaints	We service Internal customers and Schools. We anticipate an increase in legal work if				Initial training / self-teaching of areas we	2	3	LOW

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

	forward. Suppliers may use people from other EU nations.							
Adult Social Care	<ul style="list-style-type: none"> • <u>the regulation of medicines and devices</u> • <u>procurement and competition law</u> 	<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"> • <u>the regulation of medicines and devices</u> • <u>procurement and competition law</u> • Tariff free access to goods within the EU 	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, and could also impact on supply, including of drugs and treatments.	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 costs but longer term stabilisation	No	No specific issues have been identified regarding goods, however, this will require on-going review.	4	3	MEDIUM
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	No	Coordination with CCG / NHS but if a national shortage of medicines smoking and healthchecks may be deprioritised	4	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 working time directive • <u>procurement and competition law</u> 	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"> • <u>the regulation of medicines and devices</u> • <u>procurement and competition law</u> 	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		No	Continue to monitor situation via professional networks	2	3	LOW

		NHS and social care sector.						
School Early Years Improvement Service	Currently the education system is significantly supported by teaching and support staff who are overseas EU nationals.	Provision likely to respond to emerging shortages in particular vocational areas. What skills will be needed in the UK outside of EU influence. Teaching staff shortages as teaching/support staff depart the UK	Provision likely to respond to emerging shortages in particular vocational areas. What skills will be needed in the UK outside of EU influence. More community-facing organisations established to support vulnerable 'import families' may see funding disappear if currently provided by EU programmes. Many private, voluntary and independent sector early years providers employ EU staff. A reduction here may	To a certain extent	Include the potential impact of Brexit on our yearly refresh of the Childcare Sufficiency Assessment.	3	4	MEDIUM

			have a knock-on impact on sufficiency.					
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 	Low Cannot assess	Low Cannot assess	No	None needed	1	1	LOW

	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	Possible reduction in EU citizen requests for support.	Not sufficiently		2	3	LOW

		positive and negative impact on demand for council housing or homelessness	Possible increase in 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 amongst population including those who may already be prone to mental ill health, disability and illness.	The Department is engaging with providers of services in order to manage any uncertainty real or perceived around ongoing arrangements	No	Care teams will continue to review clients at risk of increased anxiety.	2	3	LOW
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		<p>Increased levels of anxiety and stress 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>More families increased poverty, increased stress and pressure, increase in family breakdown.</p>	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 support frameworks</p>	3	3	MEDIUM
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</p>	To a certain extent		3	2	LOW

			places.					
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 mitigated on a case by case basis	3	3	MEDIUM
Public health	Non-sharing of information on potential terrorist threats.	Unknown	Unknown	No	None	5	2	MEDIUM



Ministry of Housing,
Communities &
Local Government

Rt Hon Robert Jenrick MP

*Secretary of State for Housing, Communities and
Local Government*

**Ministry of Housing, Communities and Local
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06 August 2019

I was honoured to be appointed as the Secretary of State. I am looking forward to meeting you and to working with you.

The UK will be leaving the European Union on 31 October. Although we would prefer to leave with a deal, we are making all necessary preparations to leave without a deal if the EU refuses to negotiate a new arrangement.

Local Government has a vital role in ensuring our departure is as smooth as possible. I want to thank you, your councillors and your officers for all the hard work you have already done, particularly in advance of the March and April deadlines. Just as central government is urgently intensifying preparation in advance of 31 October, it is right that together we work to do the same in every community.

To help us to better co-ordinate our efforts, I am asking all of you to designate a senior officer in your authority as Brexit Lead Officer.

That officer's role should include:

- Ensuring the council has taken all reasonable steps, in line with relevant guidance and messaging coming from Government and its agencies, to prepare for our exit from the EU on 31 October. This should include clear communication to local residents and businesses to support their own preparations for Brexit and a plan for how the council would communicate important messages to stakeholders;
- Ensuring the council has a team in place which is equipped to support the delivery of Brexit, ready for the period around 31 October;
- Overseeing the expenditure of the specific Brexit funding allocated to their council and ensuring it is effectively contributing to local preparations;
- Playing a full part in your Local Resilience Forum to ensure that its plans for No Deal take account of relevant local circumstances and potential impacts on local communities. I will be writing separately to all LRF chairs to set out how I propose to work with them to prepare for Brexit and to ask that they liaise with you to assess relevant impacts;
- Bringing together local public service providers, the voluntary and community sector, community groups and businesses to effectively prepare for the potential local impacts of leaving the EU without a deal;

- Acting as the principal contact point for your regional lead chief executive and central Government; and
- Proactively raising with central Government or your regional chief executive representative any emerging trends, issues and other local intelligence that might assist in No Deal preparations.

Please provide the name and contact details for your Brexit Lead Officer to LSEngagement@communities.gov.uk by 16 August 2019.

On Saturday, I announced £20 million of funding for all local authorities in England to aid Brexit preparations, which will support the work of this critical post. The Government recognises that certain areas face more acute pressures, and I am currently considering how best to allocate this funding. This is in addition to the £40 million previously allocated to all local authorities.

I am keen to listen to your ideas and concerns and to promote collaboration and best practice on how councils can effectively prepare for Brexit. To kick things off, I will be hosting the first of a series of webinars next week for all Leaders, Chief Executives and Brexit Lead Officers on 13 August at 9.00am. My officials will circulate details of how to participate shortly. I would encourage as many of you as possible to attend. I want to ensure the Government communicates with you in a co-ordinated and clear manner and that your legitimate concerns and queries are answered as swiftly as possible.

I look forward to working closely with you on this important issue.

A handwritten signature in black ink that reads "Robert Jenrick". The signature is written in a cursive style and is positioned above a short horizontal line.

RT HON ROBERT JENRICK MP



Ministry of Housing,
Communities &
Local Government

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16 August 2019

Dear Colleague,

RE: BREXIT FUNDING ALLOCATIONS FOR LOCAL GOVERNMENT

Earlier in August, the Secretary of State announced £20m funding for all local authorities in England to aid Brexit preparations. This is in addition to the £40m previously allocated to all local authorities earlier this year.

I am pleased to let you know the allocation of funding per local authority, which can be found in Annex A (attached).

The funding is being paid directly under Section 31 of the Local Government Act 2003. Our expectation is that the funding will only be used to enhance capacity and capability within local authorities to aid Brexit preparations. This is intended to help provide each council's Brexit Lead Officer with the resource they need to fulfil their role, as described by the Secretary of State in his letter to Council Leaders on 6 August 2019. Whilst this funding is not ring-fenced, the funding should not be used for matters unrelated to Brexit.

As the Secretary of State said in his letter to Council Leaders, we recognise that there are some areas which could face more acute pressures, and we will be announcing further funding shortly.

As with previous funding allocations, where councils restructured on 1 April 2019, the amount has been calculated taking into account the changes in structure and aggregated to ensure that they will still receive the amounts originally indicated under your previous structure.

In the meantime, should you require any further information please do not hesitate to contact us at lgengagement@communities.gov.uk.

Yours sincerely,

Joe Tuke

Director, Local Government and Public Services

ANNEX A: Funding provided as part of this allocation of £20m

	<i>2019/20 (£) - this allocation</i>
<i>Combined Authorities (11 including London (GLA))</i>	90,909
<i>District councils</i>	17,484
<i>County councils</i>	87,500
<i>Unitary authorities*</i>	104,984

* Unitary authorities will receive the sum of the county and district allocations. Metropolitan Boroughs and London Boroughs are unitary authorities.



ARE YOU AN EU NATIONAL?

Do you want to stay in the UK after Brexit? Free advice on

Applying for the EU Settlement Scheme

Just drop in to

Palmers Green Library
every Friday 10am to 4pm

Enfield Town Library
every Wednesday from 10am to 4pm

Edmonton Green Library
every Tuesday from 10am to 4pm

EU Settlement -December 2020 deadline!

- You don't need to apply if you are a British or Irish citizen.
- You don't need to apply for settled status or citizenship if you have indefinite leave to remain. However, it's still worth applying for settled status because you can live outside the UK for 5 years without losing your status. With indefinite leave to remain, you can only live outside the UK for 2 years.
- If you have permanent residence - your document will not be valid after 31 December 2020. You need to apply for either settled status (free) or citizenship (very expensive) to protect your rights in the UK after that date.
- If you're an EU, EEA or Swiss citizen and you were living in the UK on or before 1 January 1973, you might have been given indefinite leave to remain without applying for it. You might have: a stamp or document in your passport, a letter from the Home Office, a residence permit with a biometric chip (known as a 'biometric residence permit'), If you're not sure if you have indefinite leave to remain or you can't find the documents, you should apply for settled status. This will make sure you can stay in the UK after 30 June 2021.
- If you are an EU national and none of the above apply, you will probably need to apply if you want to stay in the UK and should get advice.
- It is in everyone's interests to sort out settlement – it is free of charge, quite simple to do and can make it much easier to prove your right to live here to prospective landlords and employers and access benefits in the UK if you ever need to.

To make an application go to -

- <https://www.gov.uk/settled-status-eu-citizens-families/applying-for-settled-status>

DORIȚI SĂ TRĂIȚI ÎN UK DUPĂ BREXIT?



NOI VĂ PUTEM AJUTA

Schema de Rezidență UE
Sfaturi de Consiliere **GRATUITE la**
Biblioteca din Enfield
În fiecare Miercuri între orele
10am și 4pm

- ✓ Sunteți cetățean UE?
- ✓ Aveți nevoie de ajutor cu Schema de Rezidență UE?
- ✓ Nu este nevoie de prenotare!

Enfield Town Library, EN2 6AX
Scan QR for map



OISC Authorisation number N201400228

EU Settlement Scheme Statistics

EU Settlement Scheme tables - 1, 2, 3 and 4

EXPERIMENTAL STATISTICS

Experimental statistics should be interpreted with caution. The data are in the testing phase and are not yet fully developed.

The data are subject to a number of known data quality issues.

See the notes page for more details

Published: 15 August 2019

EXPERIMENTAL STATISTICS

EU Settlement Scheme Statistics

Publication Date: 15 August 2019

To access data tables, select the table number or tabs.

[Cover sheet](#)

[Notes](#)

Table	Title	Period covered	National Statistics?	Last updated	Next planned update
Table 1	EU Settlement Scheme – applications received	28 August 2018 to 31 July 2019	No	15 August 2019	September 2019
Table 2	EU Settlement Scheme – applications concluded	28 August 2018 to 31 July 2019	No	15 August 2019	September 2019
Table 3	EU Settlement Scheme – applications received in England, Scotland, Wales and Northern	28 August 2018 to 31 July 2019	No	15 August 2019	September 2019
Table 4	EU Settlement Scheme – applications received by nationality	28 August 2018 to 31 July 2019	No	15 August 2019	September 2019

EU Settlement Scheme Statistics

z = Not applicable.

< = Less than.

- 1 Figures in these tables have been derived from live management information systems and are provisional and subject to change.
- 2 Figures are rounded to the nearest 100, therefore table breakdowns may not match overall totals.
- 3 Percentages may not add up to 100% due to rounding.
- 4 'Total' includes data since testing of the scheme began on 28 August 2018 through to 31 July 2019.
- 5 'Other outcomes' includes any outcome that did not result in a grant of leave because the application was withdrawn by the applicant, was invalid as it did not include the required proof of identity and nationality or other mandatory information, or was void because the applicant was ineligible to apply, for example because they were a British citizen.
- 6 Total applications received by constituent parts of the United Kingdom include small numbers of records (0.2%) where locational data is not currently in an analysable form from live systems. July saw a higher proportion (0.6%) of non analysable records by constituent countries and should be interpreted with caution.
- 7 Applications received by nationality exclude small numbers of records (0.1%), in which nationality is not currently in an analysable form from live systems.
- 8 EEA EFTA (Iceland, Liechtenstein, Norway) plus Swiss nationals were able to apply from 30 March 2019, when the scheme fully launched.
- 9 The EU Settlement Scheme allows those currently resident in the UK under EU law to obtain a status under the UK's Immigration Rules. As such it is open to all those currently here under EU law, which includes the non-EEA family members of EEA and Swiss citizens.
- 10 'Testing phases' refers to the the period covered by the two private beta testing phases and the public beta testing phase which collectively ran between 28 August 2018 and 29 March 2019. Applications made in this period may have been concluded in a later period.
- 11 'April 2019' refers to the first month after the full launch of the scheme, which includes 30 March 2019 to though to 30 April 2019. Data for all other months are recorded from the first to the last day of each month (e.g. 01 May 2019 to 31 May 2019).

Table 1: EU Settlement Scheme – applications received^{1,2}

	of which:					
	Total ⁴	Testing phases ¹⁰	April 2019 ¹¹	May 2019	June 2019	July 2019
Applications received	1,040,600	231,500	389,900	166,900	121,000	131,300

Table 2: EU Settlement Scheme – applications concluded^{1,2,3}

	of which:					
	Total ⁴	Testing phases ¹⁰	April 2019 ¹¹	May 2019	June 2019	July 2019
Applications concluded	951,700	207,100	237,900	223,000	137,600	146,100
Settled	64%	68%	66%	64%	60%	56%
Pre-settled	36%	32%	34%	35%	39%	42%
Other outcomes ⁵	0.5%	0.1%	0.1%	0.3%	0.7%	1.6%

Table 3: EU Settlement Scheme – applications received in England, Scotland, Wales and Northern Ireland^{1,2,6}

Country	of which:					
	Total ⁴	Testing phases ¹⁰	April 2019 ¹¹	May 2019	June 2019	July 2019 ⁶
England	958,000	215,100	358,300	153,300	111,500	119,800
Scotland	51,600	11,300	20,000	8,300	5,500	6,400
Wales	15,600	3,000	6,300	2,500	1,900	2,000
Northern Ireland	12,900	1,800	4,700	2,200	1,800	2,300

Table 4: EU Settlement Scheme – applications received by nationality^{1,2,7}

Nationality	Total ⁴	of which:				
		Testing phases ¹⁰	April 2019 ¹¹	May 2019	June 2019	July 2019
EU27	981,100	225,400	369,900	154,700	111,100	120,000
Poland	179,800	28,200	75,000	29,100	21,600	25,900
Romania	141,200	37,700	52,100	21,100	14,600	15,700
Italy	121,600	28,600	42,200	20,700	14,700	15,500
Portugal	92,900	18,000	34,300	16,800	11,700	12,100
Spain	69,000	16,300	25,500	11,200	7,800	8,300
Bulgaria	54,100	18,100	16,500	6,900	5,700	6,900
Lithuania	45,000	7,500	19,300	7,400	5,600	5,100
France	40,900	11,600	14,900	5,800	4,300	4,400
Netherlands	33,600	8,800	12,100	5,200	3,800	3,700
Germany	33,200	10,800	11,400	4,300	3,100	3,500
Latvia	31,800	6,300	14,300	5,000	3,100	3,000
Hungary	31,500	6,300	13,200	4,900	3,400	3,700
Greece	24,400	7,700	8,100	3,500	2,500	2,600
Slovakia	19,100	3,400	7,300	3,300	2,500	2,700
Czech Republic	13,200	2,400	5,400	2,300	1,600	1,500
Sweden	11,200	2,900	4,000	1,700	1,200	1,300
Belgium	8,600	2,000	3,200	1,500	1,000	900
Austria	6,200	1,700	2,500	800	500	700
Denmark	6,100	1,800	2,100	900	600	700
Finland	4,100	1,300	1,400	600	400	400
Cyprus	3,700	1,100	1,200	500	400	400
Estonia	3,200	800	1,300	500	300	300
Croatia	2,200	600	800	300	200	200
Malta	1,600	500	600	200	200	100
Ireland	1,500	400	500	200	200	200

Slovenia	1,000	300	400	100	100	100
Luxembourg	300	100	100	<50	<50	<50
EFTA, EEA & Swiss nationalities⁸	6,400	z	3,200	1,300	900	1,000
Norway	3,800	z	1,800	800	600	600
Switzerland	2,300	z	1,200	400	300	400
Iceland	200	z	100	<50	<50	<50
Liechtenstein	<50	z	<50	<50	0	<50
Non-EEA nationalities⁹	52,600	6,000	16,800	10,600	8,900	10,300



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ENSURING ACCESS

An estimated 3.5 million EU citizens currently resident in the UK are eligible to apply to remain in the UK under the EU Settlement Scheme (EU-SS).

The International Organisation for Migration (IOM) is working in partnership with Here for Good, the3million and St Mungo's, to ensure that vulnerable and more marginalised people are provided with the information and support they need.

IOM's consortium project is one of a network of 57 organisations funded by the UK Home Office to deliver practical assistance to vulnerable or at-risk EU citizens and their family members, and to provide them with end-to-end support to apply. Across the network, organisations aim to support an estimated 200,000 people who may be marginalised or in need of help to access the Scheme.

These vulnerable individuals may include **people who are older, people with disabilities, people who are homeless and rough sleepers, people from Roma communities, survivors of human trafficking and modern slavery, and young care-leavers.**

Support will be provided to overcome barriers to access, such as physical or mental impairment, or language and literacy barriers, which prevent the individual from completing their application themselves, and challenges such as a lack of identity documentation, or documentary evidence to prove their residency in the UK.

10,000+ people are expected to be supported during this project from May 2019—March 2020.

ABOUT IOM

The International Organization for Migration (IOM) is the UN Migration agency. Established in 1951, IOM works with migrants, governments and other partners to provide humane responses to the growing migration challenges of today.

With nearly 400 offices and 11,000 staff worldwide, IOM promotes international cooperation and dialogue on migration issues, to assist in the search for practical solutions to key issues facing migrants and societies alike.

In the UK, key areas of IOM's work include resettlement and integration, community cohesion, combatting human trafficking and modern slavery, diaspora and development, migrant assistance, supporting migrant children and migration policy and research.

www.unitedkingdom.iom.int

PROJECT DESCRIPTION

IOM is leading a consortium to support vulnerable EU citizens and their families resident in the UK as they seek access to the EU Settlement Scheme (EU-SS). The project aims to reach **over 10,000 vulnerable and at-risk individuals**, to raise awareness of the EU-SS and provide direct support to address the barriers people face in completing their applications.

IOM is working with **local authorities** in London, the South West and Scotland, to provide additional capacity to help support vulnerable individuals under their care. **the3million** is leading an online national outreach campaign and working through existing relationships to support Roma populations. **St Mungo's** supports people who are homeless or rough sleeping to access the Scheme, and **Here for Good** provides legal advice and support for vulnerable individuals requiring further assistance to access the Scheme.

Alongside **outreach** to marginalised populations, the **direct support** provided includes help with language interpretation, IT and technical requirements, and guidance on identification documents and proof of residence evidence. IOM's OISC-certified staff and Here for Good lawyers provide **qualified immigration advice** and direct face-to-face assistance to individuals submitting applications.

Safeguarding is a priority throughout, and IOM is working with local authorities and partner organisations help meet individuals' wider support needs where possible.

All immigration advice provided is completely **confidential**, and no case outcomes or personal data is shared, unless with the explicit informed consent of the individual.

PROJECT PARTNERS

HERE FOR GOOD

Here for Good is a registered charity founded in February 2018 that provides legal advice to EEA citizens living in the UK and their family members, both throughout the process of the UK leaving the EU and beyond.

Here for Good Advice Line:

Call: 020 7014 2155

Mondays (09:30-11:30)

Wednesdays (11:30-13:30)

Fridays (13:30 – 15:30)

Email: hereforgood@bindmans.com



St Mungo's has been at the forefront of efforts to tackle homelessness for 50 years. Each night we provide a bed and support to over 2,850 people.

St Mungo's work to prevent homelessness and support people at every step of their recovery from homelessness.

Website: www.mungos.org



the3million is the largest campaign organisation for EU27 citizens in the UK, formed after the 2016 EU referendum, to protect the rights of people who have made the UK their home. They are a grassroots organisation of EU27 citizens campaigning to protect their rights in the UK

Website: www.the3million.org.uk

KEY ACTIVITIES

Ensure vulnerable individuals are informed and aware of the EU Settlement Scheme and application requirements

- Deliver general information to vulnerable and marginalised groups/ individuals
- Web-based national outreach on a dedicated digital information hub and through social media and signposting to support resources
- Support key stakeholders and service providers already working directly with vulnerable groups, including local authority staff.
- Provide an effective referral pathway for specialised legal advice and support on the EU-SS.

Ensure vulnerable individuals have access to appropriate support to complete their applications where required

- Provide immigration advice on individual cases
- Advice and support to obtain identity documents/ evidence of continuous residence
- Provide technical support/ online access to complete applications
- Interpretation support

LOCAL AUTHORITY AND SUPPORT ORGANISATION STAFF WHO WOULD LIKE FURTHER INFORMATION ABOUT IOM SUPPORT AND THE REFERRAL PROCESS PLEASE CONTACT:

Email: ccullen@iom.int