

Theme	Risk / Opportunity	Data/Insight	Likelihood	Impact	Long-Term/Short-Term	Response	Mitigation
Workforce	If more EU27 nationals leave the country or fewer arrive, then it could result in skills losses/shortages in areas more dependent on EU workers e.g. social care, care workers, nurses, healthcare, environmental services and construction. Recruitment and retention in already stretched workforce could be an issue for the council, our workforce supply chain, with foster carers and the economy more widely.	<u>Internal workforce</u> We have 112 EU27 Nationals directly employed in the council, of which: - 21 are Irish Nationals so are covered by the Common Trade Agreement - 42 are working in Family Services - 41 are in Streetscene. In addition there are 33 agency workers in Streetscene who are EU nationals and one agency worker in another part of the council who is an EU National. There have been no significant changes in vacancy rate.	Medium	Medium	Long-Term	Treat	Regular monitoring of workforce data in terms of any turnover. Starting recruitment and selection processes early. Use of apprenticeship levy to upskill workforce/look at less traditional skills. Support staff applying for EU settled status. Develop organisational resilience and flexibility to ensure short notice demand issues can be responded to positively.
		<u>Adult social care workforce supply chain</u> Barnet figures: 10,500 jobs in social care Turnover in Barnet is c.20.7% 950 vacancies at any one time 27% of workers have EU27 nationality – c.2,835 people There has been no reported changes in workforce trends. Financial implications could be significant as we may need to pay more to retain supply.	High	High	Long-Term	Treat	There is a Sustainability and Transformation Partnership (STP) wide work programme to review and mitigate risk. A letter went out from the Council (Executive Director of Adults and Health) to suppliers asking them to update business continuity plans and signposting them to support that they can access to help with staff retention issues and gave them a contact to raise any specific concerns they had related to workforce retention. Barnet is leading the STP workstream on workforce and maintains strong links with local, regional and national initiatives which focus on the health and social care system. The Care Quality Service maintain a programme of engagement and comms with local providers to highlight opportunities regarding recruitment and retention. This will ensure Barnet remains an attractive place to work with access to training and skills enhancement sponsored by key commissioners (LBB, CCG).
		<u>Environmental Services workforce supply chain</u> A significant proportion of the commissioned workforce for environmental services will potentially be affected by Brexit. A significant proportion of our supply chain providers rely on European staff to maintain their operations. Main concern is Highways contract which ends in 2 years time, this relies heavily on EU27 nationals and they are already facing difficulties in recruitment; this could result in any new contract being significantly more expensive. The London Highways Alliance Contract (LoHAC) have reported that they have not, to date, seen a substantive drop in the European workforce. However, anecdotally, it has been noticeably harder to recruit this year and it is suspected Brexit is having an impact on the availability of new people. It seems likely that under any scenario, recruiting lower skilled workers from the EU will be much more difficult in future.	High	High	Long-Term	Treat	There are limitations to how far we can mitigate this at this time. However, we can advise our providers with recruitment and retention initiatives via our skills Team. This may involve support with apprenticeships. Organisations have been working to grow talent from within the business as well as considering recruitment from further afield to plug the potential gap.
		<u>Wider economy</u> Developers are already experiencing pressure on construction workforce, of which 25% of labour comes from EEA, which may have a potential impact on development in Barnet.	Medium	Medium	Long-Term	Tolerate	The council has limited capacity to impact the workforce in the wider economy; however, it will continue to focus on supporting local residents to access opportunities in construction and will continue to work with developers to bring forward sites for new housebuilding and other development. LBB is already protected from negative impact of Brexit on Brent Cross Thameslink.
		<u>CSG/Re</u> Noted that there may be a potential increase in costs to replace staff or encourage EU nationals to remain. Main risk area is construction workers in the workforce supply chain.	Medium	Medium	Long-Term	Treat	Secure existing workforce/team through incentivisation schemes and re-assess recruitment policies. Close working relationships with contractors remains in place with enhanced face to face meetings diarised. Continued liaison with procurement will remain key.
		<u>Cambridge Education</u> May experience some difficulties with getting Personal Assistants for SEN Transport as this workforce is heavily reliant on EU27 nationals.	Low	Low	Long-Term	Treat	Cambridge Education have checked with all suppliers for SEN transport and they have assured that there is currently no identified impact, and that it is low risk and no further action is needed.
		<u>The Barnet Group</u> Circa 10% of The Barnet Group staff are from EU. Circa 20% of maintenance contractors are from EU. Circa 25% of construction staff are from EU	High	High	Long-Term	Treat	Shift resources to teams that have the highest priority tasks. On most construction contracts we have a fixed price, so the cost risk sits with supplier, but there would be a likely impact on output. For contractors, in particular day to day maintenance, we would prioritise repairs and planned works until resource gap could be filled.
Citizen's rights	If Barnet residents who are EU27 nationals feel uncertain about their future, they may feel anxious.	Central government have produced webpages to guide residents and businesses, living in both UK and EU. They have also developed a checker tool to try and ensure residents are guided through the steps they need to take to prepare. It has been confirmed that if you're an EU27, EEA or Swiss citizen, you and your family can apply to the EU Settlement Scheme to continue living in the UK after 30 June 2021. If your application is successful, you'll get either settled or pre-settled status. The deadline for applying is 30 June 2021. However, if there is a no deal scenario you will need to be living in the UK before it leaves the EU to apply; the deadline for applying will then be 31 December 2020. Citizens rights with settled and pre-settled status will enable them to: - work in the UK - use the NHS - enrol in education or continue studying - access public funds such as benefits and pensions, if you're eligible for them - travel in and out of the UK	Low	Low	Short-Term	Treat	Webpage on Barnet Council website which signposts to useful central government information. Improved tagging of the Brexit pages so residents can find them more easily. Launch of 'Together, we are Barnet' community cohesion campaign to highlight the important contributions our diverse communities bring to the borough. Keeping residents and community groups up to date via media channels with any useful information we receive. Development of a detailed communications plan for how we're going to continue to communicate with residents, businesses and the VCS in the lead up to our exit and following this.
	If EU residents are seeking British Citizenship, then this could increase demand on the registrars' service.	The EU settlement process is primarily online via the Home Office. The need to access the Registrar's service should therefore be minimal, however support may be needed for those who are unable to access this. As at the last monthly publication of the Register of Electors (2 Sept 2019) there are 30,650 EU27 nationals registered to vote in Barnet. When the settlement scheme fully opened in March 2019, the council began offering appointments to support residents with their applications where necessary. The service has now supported over 360 people, with the highest number of appointments being in the first week the service went live. This is line with the trend across London and nationally. Overall, data shows that in Barnet there has been over 15,000 applications for EU settlement (as of 30 June 2019).	Medium	Medium	Short-Term	Treat	There is a London wide Registration panel which Barnet attend and any training/capacity issues are discussed here so we can ensure the service is prepared as the situation develops. Due to increased demand, a temporary officer has been recruited in the Registrar's service to support and ensure enough appointment slots can be offered. In terms of supporting EEA nationals who are homeless, we have been actively encouraging people to apply for settled status and have trained 2 volunteers to assist clients with their applications.
	If EU laws and rights for UK citizens living in the EU change, then UK expats could return to the UK. These are likely to be people who are elderly or who need to access services.	Difficult to understand the impact of this at this point as UK citizens' rights living in EU countries are yet to be confirmed. If there are no changes to rights then no impact is expected.	Low	Medium	Long-Term	Tolerate	Levels of demand coming through adults social care is already monitored and reported on as business as usual. This activity will continue and any spike in demand will be picked up. We will continue to ensure residents remain in the community where possible and suitable to refrain from placing in more expensive residential care. We will continue to monitor national guidance to keep abreast of any new information.

	If the rights of EU27 nationals change and they are not eligible for the services that they are now, then the number of residents with no recourse to public funds may increase.	Local authorities have a statutory duty to provide support to residents with no recourse to public funds and currently receive no additional central funding to cover the associated costs. This could become a complex and resource-intensive area of work should the number of NRPF residents increase after we leave the EU. It is not expected that the rights of EU27 nationals will change as the following has been confirmed: EU, EEA and Swiss citizens can apply for settlement which: - If living in the UK by 31 October 2019, will be able to continue receiving UK benefits on the same terms as now. - If moving to the UK after EU exit; can enter the UK however will need to apply for European temporary leave to remain to stay longer than 3 months and before the UK's proposed new skills-based immigration system begins in 2021. European temporary leave to remain can only be applied for once we have left the EU. Applications must be made by 31/12/2020 and will be free of charge. Applicants will need to prove their identity and declare any criminal convictions. Successful applications will permit the applicant to stay in the UK for up to 36 months. This will provide access to work in the UK, use the NHS, enrol for education, access public funds and benefits, and travel in and out of the UK.	Low	Medium	Short-Term	Tolerate	Currently seeking further clarification from central government on the proposed eligibility of citizens in more complex situations to claim benefits and access related support services.
	In the event that the UK will be required to take part in the EU Parliamentary elections, all EU citizens registered to vote MUST make a declaration (via an 'EC6' form) that they will vote in the UK for these elections by 7 May 2019 – or they will not be entitled to vote.	As at the last monthly publication of the Register of Electors (2 Sept 2019) there are 30,650 EU27 nationals registered to vote in Barnet. This risk can now be CLOSED - as the EU elections did go ahead and were successfully delivered within Barnet. Approx 22% of EU citizens did return an EC6 form and voted in Barnet (similar levels seen across all of London) and there are no outstanding contacts, complaints or enquiries in relation to EU residents voting rights.	Low	Low	Short-Term	Tolerate	No mitigation needed, as risk closed
Community cohesion	If there is an increase in community tension and hate crimes due to either the implementation or non-implementation of the referendum result or the extension of the withdrawal process, then this could cause extra demand on community safety/the police. Police resource might also be diverted elsewhere e.g. ports which could cause extra strain on Barnet's own resource.	There is currently no evidence of any specifically Brexit-related community tensions. In terms of Racist or Religious Hate Crime there has been a 7.5% rise in Barnet in the 12 months to July 2019. There was a peak of 106 offences in March 2019 (compared to a long-term monthly average of around 63 per month). A similar spike was also seen during March in London overall. In terms of some of the different types of Religious Hate Crime during this same period (12 months to July 2019 compared to a year ago) there was a 20% increase in anti-semitic hate crimes (which peaked with 27 reported in July) and a 12% fall in the number of islamophobic hate crimes. Between June and July 2019 islamophobic hate crime has risen by 2.7%, and anti-semitic hate crime has risen by almost 44%. Monthly breakdown of number of Racist and Religious Hate Crimes reported in Barnet: Jan 2019 41 Feb 2019 62 Mar 2019 106 Apr 2019 50 May 2019 73 Jun 2019 84 Jul 2019 78 The top five EU nationalities represented on the borough's register of electors are: Romanian - 6495 Polish - 5327 Italian - 3458 Portuguese - 2256 French - 1677 The top five Wards for EU electors are: Colindale – 2802 West Hendon – 2385 Hendon – 2288 Childs Hill – 2277 Burnt Oak - 1969	Medium	Medium	Short-Term	Treat	Review communications plans and processes for keeping community groups informed on any feedback or messages around community tension. Continued delivery of The Barnet Zero Tolerance to Hate Crime Project which brings together Barnet Council, the Police, Barnet Mencap, and other community and voluntary sector partners in order to increase the profile and reach of Barnet's Hate Crime Reporting Centres. Continued delivery (under the Barnet Zero Tolerance to Hate Crime Project) of programme of Hate Crime Awareness and Reporting Training to staff across the partnership and programme of community engagement. This will include (during 2019) delivery of Hate Crime Awareness workshops with community and user-groups in Barnet. The council, in partnership with our strategic partners, are also running a programme of work that celebrates the diverse communities that make up Barnet and further encourage community cohesion.
	If there is an increase in community tension, then this could cause a risk to council and civic builds and their occupants / frontline staff.	Security is currently well managed, with a fair degree of security intelligence available.	Medium	Medium	Short-Term	Treat	Negative consequences of Brexit will be added to building security agenda.
	If people aren't able to donate to foodbanks, and vulnerable residents cannot get the supplies they need, then they may become a potential pressure point for community tension.	Nationally, people with disabilities (both physical and learning disabilities), those on low incomes, 16-25 year olds who are vulnerably housed or care leavers, new migrants, and isolated older adults are most at risk of food insecurity. This is reflected in food bank attendees in Barnet.The highest risk areas for potentially experiencing food poverty and those most likely to access foodbanks are Underhill, Burnt Oak and West Hendon.	Low	Medium	Short-Term	Treat	Needs analysis of food poverty in Barnet has been undertaken and will be presented to the Health and Wellbeing Board in October 2019. This helps to highlight the highest risk areas and therefore where resources should be targeted.
	If there is a loss in EU funding and there is uncertainty over the value and eligibility conditions of any replacement funding, then this may impact projects.	We currently do not receive any EU grants which would leave the Council with a funding shortfall. The Council has previously received grants such as ESF however these have been discontinued.	Low	Low	Long-Term	Tolerate	No mitigation needed.
Council funding	If there is slow growth of the UK economy, volatile markets, changes to exchange rates and increased trade tariffs, then this could reduce Local Authority revenue from business rates, new homes bonus and council tax; as well as infrastructure investment from Community Infrastructure Levy.	A worst case Brexit could possibly result in a funding deficit. This could be caused by: - Inflation rising - Interest Rates increasing - Additional Welfare related services - Change in collection fund assumptions (reduced growth in Tax Base and NNDR reductions)	Medium	High	Long-Term	Treat	Monitoring the key indicators of interest rates, inflation, exchange rate and their impact on the council and pension fund. Should this occur, the council will need to take immediate and robust steps to reduce it's expenditure in order to maintain its core responsibilities whilst also setting a legal budget. The council's medium-term financial strategy is currently being refreshed with a sensitivity analysis to incidents such as a recession. Treasury management to be involved in strategic planning to understand how risk management, funding and cash management strategies will need to change.
	If macroeconomic impacts such as currency valuations and interest rates change then it could impact on the pension funds valuation and funding level leading to a requirement for increased contributions to the fund from the council	Since May 2019, sterling has depreciated by 7% against both the dollar and the euro.	Medium	High	Long-Term	Treat	Hedging of funds in different currencies helps to mitigate the risk of sterling devaluing. Additionally the council can benefit should sterling appreciate The Pension funds investment strategy inherently ensures that risks are managed through the purchase of a mix of asset classes. This means that if interest rates are low, then the fund can still achieve a good return on other investment types such as equities.
	If there is an increase in the number of families - and therefore pupils – leaving the country, then there may be changes to how schools are funded and to what level.	Minimum Funding Guarantee (MFG) is used by the Department for Education (DfE) to ensure no school loses a significant amount of funding. However, the MFG is a guarantee per pupil so doesn't protect schools against falling numbers. Potential risk that schools go into bigger deficits to the point where some become unviable. 79% of schools nationwide are expecting a budget deficit in 19/20.	Low	Low	Long-Term	Treat	Finance to continue to monitor, with the help of schools, current funding arrangements and pupil levels to pre-empt future funding changes. It is the School Admissions Team within Cambridge Education that monitor the projections for the need for school places, based on GLA projections, as well as the actual place take up at each school. This is a longer-term risk which will be monitored following exit from the EU.
	If the development industry slows down for reasons such as: reduced workforce, increased costs and reduced sales, then this could cause financial implications for the council.	Economic slowdown could lead to reduced income from: - Planning application fee (currently circa £1 million per annum). - Building control fee - CIL receipts which would impact on partners such as health (currently circa £10 million per annum based on site starts) - Section 106 benefits, including affordable homes, contributions to highways and education (currently circa 400 affordable homes per annum and £10 million for other uses). - Major council regeneration schemes could stop or slow down.	Medium	Medium	Long-Term	Tolerate	The number of major planning applications is being closely monitored to ensure the right number of staff are in place to deal with them. Overall, there has been no significant changes in planning applications over this year.
	If there is a reduction in rental prices due to lower values/house price drop, then this could have financial opportunities or implications for the council	In the medium term, this would have a net benefit to the council as cheaper market rented properties for temporary accommodation could be available. However, in the long run the tax base may be affected by a slow down in developments.	Low	Medium	Long-Term	Tolerate	No mitigation needed.
	If the council is insured by companies registered in the EU and the passporting arrangements are not in place, then the council may not have appropriate insurance cover and may have to review the provision of some services.	2 out of 4 of the council's insurers are based in the EU (Ireland and Sweden) but both have a UK branch authorised to trade under UK law.	Low	Low	Short-Term	Tolerate	No mitigation needed at this stage.
			Low	Low	Short-Term	Tolerate	

Supply chains	<p>If we trade with the EU on any products or contracts, then we could face an increase in costs on imported goods due to the possible imposition of tariffs. If there are increased border controls or changes to trade tariffs, then our ability to purchase raw materials, goods and services might also be affected e.g. social care equipment, tarmac for highways, bricks and mortar for construction.</p>	<p>There are 2 council contracts that have identified direct European involvement and key procurements for 2019 have been identified and discussed at Procurement Board:</p> <p>1) Prepaid cards service delivered by Wire card who are based in Munich, Germany. Procurement process is already being accelerated due to Medium Term Financial Planning needs. New contract now live and in trial stage with Mastercard who are a global provider.</p> <p>2) Street Scene Bin Collection services (Digital) by Agile Applications who are based in Bristol; however, all digital development takes place in Spain. This is a new contract at contract award stage. Street Scene are aware and will seek to add in clauses where appropriate before contract award.</p> <p>There is also a contract for construction of the Thameslink station which is due to be awarded soon. This reflects the potential risks of Brexit, including price increases and delivery timescales.</p> <p>In terms of the councils supply chains:</p> <p><u>Strategic Construction Partner has reported that</u></p> <ul style="list-style-type: none"> • About a third of its workforce of those 'on-site' are Eastern European and this is an identified risk. However, given the UK has waived residency for 2 years post Brexit, it is not an immediate issue. Currently there are no difficulties in recruitment. • They have assessed their supply chain and there are ongoing efforts to minimise material imports from the EU. • There is little financial pressure as the work pipeline is strong with plenty of projects to be working on during the current uncertainty. <p><u>Street Scene:</u></p> <p>Many parts of the fleet have parts coming from EU, especially Genmany. Contract for spares, consumables & specialist maintenance is at clarification stage and contract for collection vehicles is at evaluation stage.</p>	Medium	Medium	Long-Term	Treat	<p>All Barnet contracts have a clause covering inflationary options, where possible no inflation is awarded, some contracts have in-built uplifts, in line with movements in indexation against national indices (e.g. RPI, CPI, etc), and others are subject to contractor-requested inflationary review.</p> <p>EU exit procurement risk has been added to the CSG procurement risk register. CSG Procurement are highlighting to service leads the importance of considering if procurement activity needs to start sooner to account for possible delays in receiving goods once procurements are concluded.</p> <p>The council is working with major suppliers, including our strategic construction partner, to get updates on current status and position.</p>
	<p>If border controls are imposed, then this may affect the ready availability of vital supplies e.g. fuel, foodstuff and medicines. It could also result in the proper trading standards checks not taking place and potentially importing food without adequate regulations.</p>	<p><u>Medicines:</u></p> <p>The NHS Confederation warns that, in the short term, there could be delays in importing medicines due to new border arrangements, requiring stockpiling and good supply chain management to ensure there will be no shortages. The creation of a medicines authorisation regime separate from the rest of the EU could lead to further delays. The UK could be excluded from the European Rare Diseases Network. This raises particular concerns regarding orphan medicines (treatments that aren't commercially viable for the UK market alone) as to whether such medicines will even reach the UK market, which will have implications for the treatment of rare diseases.</p> <p>The local implications for delays in medicine/increase in prices:</p> <ul style="list-style-type: none"> > Cost of provision of services may increase resulting in fewer people being treated. > Sexually transmitted infections may increase. > Untreated substance misuse cases may result in increased crime rates and antisocial behaviour as well as worsening public health outcomes. <p><u>Food:</u></p> <p>While it is unlikely that there will be an overall shortage of food in the UK, there may be a reduction in choice, including some types of fresh food. This could result in a lack of access to healthy food.</p> <p><u>Fuel:</u></p> <p>Council fuel suppliers have reported:</p> <ul style="list-style-type: none"> • Fuel Oil - they predominantly procure their fuel stocks from within the UK and that they hold a reserve capacity. Prices are primarily driven by the World Oil prices and may well be less impacted by Brexit; however, the value of sterling could have an impact. • Electricity - EU sources presently make up 7% of the UK's generation mix, with the majority of power generation coming from domestic means. Under a no-deal Brexit, cross-border flows will no longer be governed by European Energy Law and the UK's electricity market would be decoupled from the UK energy market and could result in interconnector transmission charges increasing, balancing services issues and a rise in transactional costs. National Grid has acknowledged that a no-deal Brexit could have a negative impact of £840M to the UK. • Gas - UK is more reliant on foreign imports coming from Norway, Belgium and Netherlands, and Liquefied Natural Gas (LNG) deliveries coming from all over the world. The mechanism for cross border transmissions for gas is not expected differ from the current arrangement in the short to medium term as the interconnectors capacity is already booked and flow rates and costs are likely to be unaffected. Similar to electricity market, operation is currently controlled by EU law, although the UK may continue to operate by these principles. Overall a no-deal Brexit is likely to put greater reliance on LNG deliveries to the UK. • In relation to Power & Gas prices suppliers under the Councils contracts are held to honour the commodity prices and these are not expected to change with a no-deal Brexit. However LASER acknowledge the main concern with a no-deal Brexit is the impact on non-commodity prices, and the value of the pound particularly with fuel imports from abroad. 	Medium	Medium	Short-Term	Treat	<p>Nationally, there is a stockpile of the most crucial medicines for 2-3 weeks and NHS organisations all have Brexit preparedness plans in place. To avoid uninterrupted supply of medicines following Brexit, the Department of Health and Social Care (DHSC) will lead a procurement exercise to secure an 'express freight service'. It will transport small medical supply consignments into the UK within 24 hours if the UK leaves the EU without a deal.</p> <p>All council contracts with sexual health and substance misuse providers will need to reflect their responsibilities in sourcing adequate quantities and quality medicines. We continue to monitor regularly with our providers following national guidance, and we have currently had no indication of increasing costs from suppliers, therefore, there are no major concerns at this stage.</p> <p>There are robust business continuity plans in place on a national level to ensure that fuel supplies are distributed to critical services. The council's own business continuity plans also address contingencies for dealing with fuel shortages.</p>
		<p><u>Trading standards</u></p> <p>Potential increase in demand on service due to:</p> <ul style="list-style-type: none"> - an increase of products on the market that do not meet product safety - food safety standards - an increase in service requests as businesses may be selling products that are out of code, unsafe or counterfeit - issuing health certificates for exports to the EU 	Medium	Medium	Short-Term	Treat	<p>Periodically have to deal with sudden increases in demand so will maintain current staffing levels and follow business as usual procedures.</p> <p>Ensure that intelligence operations focus on emerging threats and up-to-date knowledge of product imports.</p> <p>Monitor developments and advice coming from port authorities and central government departments.</p>
	<p>If demand for construction reduces, then construction companies may find themselves under financial pressure.</p>	<p>This year the number of insolvencies in construction has significantly increased as developers hold back, pre-Brexit. The impact on the supply chain is harder to quantify but may also be significant. The upside of this is potentially lower construction costs, as developers seek to maintain an order book of work.</p>	Medium	Medium	Long-Term	Treat	<p>The Barnet Group will ensure they have a number of construction partners and maintain an adequate working capital in each project. Various contractual measures are in place to protect from contractor insolvency including initial financial assessments of contractor balance sheet strengths, payment in arrears following independently validated valuations, NHBC or similar warranty insolvency requirements and in some instances performance bonds. ODH board has adopted a contractor insolvency policy.</p> <p>Despite all of these arrangements it remains a fact that if a contractor became insolvent on a part built scheme the impacts would almost certainly involve litigation and lengthy delays in delivery.</p>
	<p>If the EU cross border motor insurance agreement becomes void, then using vehicles abroad will require a green card from the insurer.</p>	<p>Most EU law that governs local authority services has already been incorporated into domestic law and will continue to apply when the UK leaves the EU, regardless of the form that exit takes. On exit, the UK Parliament would then be able to amend or introduce new legislation.</p>	Low	Low	Short-Term	Treat	<p>Establish contingency arrangements and ensure users (Transport and Schools) are aware of the need.</p>
	<p>If there are issues with maintaining staffing and supplies in the catering industry, then this could affect catering across Barnet schools (being provided by ISS).</p>	<p>Do not yet have clear evidence of a negative impact on either staffing or supplies. ISS tends to source locally where possible, though a lot of the Kosher goods come from Israel. There could be disruptions to the supply chain if there are delays at borders.</p>	Low	Medium	Short-Term	Treat	<p>Task force has been put together by ISS to look at the various aspects of Brexit and they are currently consulting with all their suppliers.</p>
IT	<p>If there are restrictions in access to the EU's various databases, networks and systems, then this could cause implications around the transfer and access of Council data.</p>	<p>We have 1 data server that sits in the EU (Core HR). The server is in Cork which could cause potential payroll implications.</p> <p>All of the Capita Data Centres are hosted within the UK and so is Office 365.</p>	Low	Low	Short-Term	Tolerate	<p>Mitigation not required - The EU and UK plan to use technology moving forward to address future working relationships between the two, implying that a future data sharing agreement would be agreed with or without a deal. There was also no impact on data access when GDPR was introduced for those countries accessing data outside of the EU.</p>
			Low	Low	Short-Term	Tolerate	
Legislation	<p>There are several pieces of EU legislation that relate to the way the Council delivers its services. If any of this legislation changes, then it would be likely to affect Council services (or our providers) including:</p> <ul style="list-style-type: none"> - energy efficiency - waste collection and disposal - trading standards - procurement - employment laws (working time directive changes) - equalities - transport - health and safety - GDPR - data transfer 	<p>The EUWA will repeal the European Communities Act 1972 (ECA 1972) on exit day. The ECA 1972 currently enables EU law to become part of UK law, and gives effect to the principles of direct effect and the supremacy of EU law.</p> <p>The EUWA includes provisions that:</p> <ul style="list-style-type: none"> • Repeal the ECA 1972 on exit day (section 1). • Retain existing EU law in domestic law (sections 2 to 4) by: • Preserve UK law that implements EU requirements • Converts into domestic law most (but not all) directly applicable EU law • Converts into domestic law most of the other EU rights and obligations that before exit day were recognised and available in domestic law through section 2(1) of the ECA 1972 • Provide that retained EU case law be given the same binding, or precedent, status in UK courts and tribunals as existing decisions of the Supreme Court. • Create a time-limited, delegated power enabling a minister to make secondary legislation to deal with deficiencies in retained EU law, such as its failure to operate effectively <p>Many statutory instruments have already been drafted to be brought into force either at the end of any transition period or on exit day. These are designed to deal with deficiencies in retained EU law.</p>	Low	Low	Long-Term	Tolerate	<p>Follow national guidance and keep abreast of any changes to legislation or policy.</p>
	<p>If the above scenario were to occur, then CSG and Re have noted additional legislation that may be impacted on:</p> <ul style="list-style-type: none"> - Planning - Building structural compliance - Food standards and the ability to enforce regulations, leading to an increase of products entering the market which are not up to standard 	<p>Deregulation of planning legislation has been a recurring theme with previous economic downturns and this would be likely to continue in the event of an economic shock caused by a disorderly exit of the UK from the EU. Experts suggest the government might look to further deregulate planning in a bid to stimulate development</p>	Low	Low	Long-Term	Tolerate	<p>Whilst any proposals in changes to Planning Legislation or Building Regulations are unpredictable, consultation will take place giving the council a chance to feedback and prepare prior to implementation of any changes.</p>
	<p>If the government imports EU rules that are an impediment to local traders unchanged, then we could miss opportunities.</p>	<p>Awaiting further guidance and announcements.</p>	Low	Low	Long-Term	Treat	<p>Lobby government.</p>
			Low	Low	Long-Term	Treat	

Economy	If exchange rates fluctuate and there is an increase in inflation, which hasn't been offset by an overall increase in wages, then this could have a negative impact on people's purchasing power which could result in an increase in demand for services.	<p>This is a longer-term risk that, if realised, will be following exit from the EU. The following datasets will be monitored closely to help understand the impact:</p> <ul style="list-style-type: none">• HB caseload volumetric (monthly)• HB spend (monthly)• CTRS caseload volumetric (monthly)• CTRS projected annual spend (monthly)• Crisis Fund volumetric (monthly)• Crisis Fund application reason (monthly) <p>Any increase in HB spend or CTRS caseload or spend will be statutory, but the crisis fund will be non-statutory.</p>	Low	High	Long-Term	Tolerate	<p>Monitor revenues and benefits statistics following our departure from the EU - those accessing income support benefits and council tax support etc. Having recently done the preparation for Universal Credit we have systems in place to monitor these data sources.</p> <p>Plan for increased need of Welfare Reform Taskforce and BOOST including budget provision and involvement of other agencies.</p> <p>Modelling of increased rent arrears to show service how financial position may change.</p>
	If the labour market impacts noted above occur, then this could be an opportunity for our low skilled residents to access higher skilled jobs; or could accelerate the process of automation of jobs making it harder for low skilled residents to access well paid work.	Historically, London has had strong demand for highly skilled and productive labour, a significant proportion of which has been met through immigration from the EEA. It is unlikely in the short to medium-term that these skills needs can be met by low-skilled residents. Automation is already happening in a range of sectors and will impact jobs in Barnet regardless of Brexit.	Medium	Medium	Long-Term	Tolerate	LBB and partners are already engaged in activities aimed at supporting those furthest from employment.
	If there is increased economic growth then this could increase business rates and employment in the borough.	Current growth forecasts for 2019 and 2020 show that Barnet is projected to remain in line with the wider London economy and to outperform other WLA outer London boroughs. The Financial and Business Services sector, which is prevalent in Barnet, is generally expected to outperform other economic sectors.	Medium	High	Long-Term	Tolerate	No mitigation required.
Emergency planning	If any emergency situations arise immediately following Brexit, then this could affect the borough, residents or the workforce, and the council would need to respond accordingly.	Central government insight suggests emergency situations may arise around food shortages, fuel shortages and social unrest.	Medium	High	Short-Term	Treat	<p>The councils organisational resilience plans including emergency response and business continuity plans have recently been reviewed and additional emergency responder volunteers have been recruited. Our Emergency Planning response is in line with London standards. Also linking in with local borough resilience forum and London wide resilience plans. The communications emergency plan has also been reviewed and training undertaken with staff.</p> <p>Business continuity plans for each service area are being reviewed in terms of services continuing to operate if there are difficulties in getting to work. Protocols for ensuring staff communications can be cascaded have also been reviewed.</p> <p>LBB emergency response teams end of Oct/Early Nov will be checked for availability and a secondary Gold and Silver will be on-call for specific Brexit issues and BECC Teams will be briefed and put on warning.</p>
Elections	If an election is called by Central Government, then the council will need to facilitate this on a local level.	Referendum is a less immediate risk as 20 weeks notice must be given. Whereas only 6 weeks notice must be given for a general election.	High	Medium	Short-Term	Treat	Electoral Services have preparatory planning and stakeholder discussions in place to ensure that we are as ready as possible for any short-notice elections that might be called and continue to maintain high levels of preparedness.