

BREXIT IMPACT ASSESSMENT

			Before Mitigation			
Ref	Category	Potential Impacts	Likelihood	Impact	Score	Mitigation
BX1	Citizens Rights / Migration	Increase in community tensions causing damage to community cohesion, including potential rising tensions in schools	Likely	High	16	Our programme board being led by the Service Director for Communities and Safety will lead on a Communications and Community Engagement strategy, working closely with community and faith groups to communicate Government information and messaging - particularly to highlight the EU settlement scheme to the voluntary and community sector and the wider public and the importance of EU and other non UK citizens in supporting the Cambridgeshire and Peterborough economy. Tension Monitoring Group and Hate Crime Task and Finish Group are closely monitoring the community tension situation. Reported hate crime for the month of February remains low with no notable cases relating to EU communities.
BX2	Citizens Rights / Migration	Complications on rights and status of EU citizens and workers - impact on vulnerable people who may not understand requirements	Possible	High	12	We will identify Looked After Children and other vulnerable people who are EU citizens and support them to apply for settlement. We will engage with the community and voluntary sector, Cambridgeshire District Councils and adjoining councils to support their work with vulnerable people. Our Libraries will be available to assist people with online applications. Cohesion and Diversity Forum meeting is being arranged for 13 March to bring communities and partner agencies together and identify any gaps in our engagement in relation to Brexit work.
BX3	Supplies	Limited availability of medicinal drugs	Possible	Very High	15	We will prioritise national government and NHS led response (including prioritisation of medicine imports and extra six weeks of supply to overcome any import disruption) through local communication and engagement, particularly around the need for local people and health and social care providers not to stockpile medicine. The Cambridgeshire and Peterborough Local Health Resilience Partnership will have a focussed discussion on this risk at its January meeting. 27/2/19 Update: Local communications on national guidance has been sent to GPs and the local message to providers continues to be not to stockpile medication supplies. Local system and regional EU Preparedness Testing workshops were held in February and the supply of medicines was discussed in detail. National government and NHS led continuity plans will be prioritised and further detail on national continuity plans is awaited. Local system wide drug shortage group has been established and meets weekly to enable close oversight of medicines availability. An ongoing dialogue is in place with NRS our community equipment supplier who have assured business continuity plans in place.
BX4	Workforce	Complications on rights and status of EU citizens and workers- reduction in CCC/PCC workforce, especially in hard to fill roles such as in Adult Social Care, Children's Social Care, Education	Likely	High	16	We highlighted to those eligible under the Pilot Phase 2 (Social Care Sector) the Settlement Scheme and how to apply. There will be further targeted work with EU Employees to encourage them to apply for settled status, and to determine if they require assistance. Information is being communicated via management teams to their staff about this process, as well as wider communication to reinforce information and messages using the Employers Toolkit published by the government. Messages to all employees about the Settlement Scheme will be communicated via various forms of internal media to inform and encourage applications to the Settlement Scheme. Will also be encouraging and monitoring completion of the ERP field to record Nationality so that we can begin to target those that may need help with applying.
BX5	Workforce	Reduction in workforce in services that are commissioned by CCC and PCC, such as care workers, cleaners, security staff, construction	Very Likely	Very High	25	CCC & PCC will support central government advice to social care providers (encouraging business continuity plans and to support and advise their EU staff) by engaging in discussions with our providers about how they can encourage their employees to register and reassure them about any concerns they may have. Staff in the health and social care sector can apply for settled status now, and will be encouraged to do so. 7/3 update: CCC and PCC continue to have regular dialogue with providers: <ul style="list-style-type: none"> Communicating the latest information regarding EU settlement to providers, to enable them to support their workforce with application information. Seeking assurance from providers that they have adequate business continuity plans in place. Ongoing dialogue with providers, including via existing provider forums, to ensure provider concerns and issues can be identified. Communication was sent to all providers at the beginning of March requesting an update on business continuity plans.

BX6	Recruitment	Changes to rules for recruiting staff from outside the UK	Very Likely	Very High	25	Government is still consulting on elements of its new migration policy although this is likely to prioritise highly skilled workers and include an income threshold that may impact on our lower paid workers. PCC and CCC are engaging with the Home Office about the implications of these changes and will reflect these in our own planning and processes. CCC and PCC will look to maximise any opportunities this presents us with in ongoing recruitment in priority areas.
BX7	Finance / Funding	Reduction of income from business rates (for example, as a result of EU-owned businesses closing)	Unlikely	Low	4	Low rating of risk in six month timeframe but to be kept under review. Reviewed again in March 2019 and no change identified.
BX8	Finance / Funding	Loss of EU funding for projects, or loss of government funding	Unlikely	Low	4	Government have guaranteed existing funding beyond six month timeframe for committed EU schemes. We will keep this issue under review. Reviewed again in March 2019 and no change identified.
BX9	Finance / Funding	Pressures on budgets from other sectors, such as increase in cost of workforce in services that we commission, as well as cost of products and materials that we purchase	Very Likely	Very High	25	This is a knock-on impact for finance and mitigation will be dependent upon other parts of CCC & PCC's engagement with providers about how they can encourage their employees to register (and reassure them about any concerns they may have) and examine contract provisions and arrangements and review these as necessary. Strong interdependence with BX5.
BX10	Finance / Funding	General financial implications - for example, reduced value of the pound, demand placed on the national payments and banking systems, financial downturn, negative impact on the council pension scheme, implications for Council Tax, resultant poverty issues	Possible	High	12	Any surplus cash balances/investments managed in line with Council treasury management strategies. If institutions' credit ratings reduce, security to be ensured through cash investments with the Debt Management Office. Brexit factored into recent property valuations. Possible impact upon borrowing and pension scheme if UK seen as less favourable place for investments making UK gilts more expensive for Government Borrowing, and Pension Fund assets value reduce. No specific impact upon council tax receipts currently identified but will need to be monitored and central government informed if further support required.
BX11	Regulations / Legislation	Changes in legislation and/or regulations for food production/packaging, employment, procurement, competition law, equalities and rights, health and safety, crime and security, waste and recycling, and state aid. In the longer term-simplification of regulatory frameworks and increased flexibility	Unlikely	Medium	6	Key parts of existing EU legislation to be transferred into UK law at least initially. CCC & PCC will ensure that systems are in place to administer these effectively.
BX12	Regulations / Legislation	Complications in the shipping of waste	Very Unlikely	Low	2	CCC & PCC waste provision not dependent upon the need to ship waste overseas. Risk will be monitored.
BX13	Procurement	Reduced opportunity for accessing public sector contracts due to fewer procurement opportunities	Very Unlikely	Low	2	CCC & PCC contracts overwhelmingly let by UK companies so impact has been judged minimal. Risk will be monitored.
BX14	Devolution	Increase in devolved powers moving from Brussels to local government (unlikely in the first 6 months)	Unlikely	Low	4	Could be a positive factor and PCC and CCC have supported and will continue to support LGA lobbying efforts in this regard but even if these are successful, it would be unlikely to have an impact in the short term.
BX15	Transport	Potential shortage of fuel supplies would impact on staff travelling to deliver services, including school staff travelling to their workplace, and delivery of supplies for school lunches	Possible	Very High	15	CCC & PCC will review business continuity plans, and request commissioned services do likewise. In addition, national government arrangements are in place to address disruption to supply of fuel, with local arrangements overseen and managed by the Local Resilience Forum.
BX16	Transport	Transport problems due to the knock-on impact of border checks/barriers to trade	Possible	High	12	Highways England will lead response to any issues on trunk road network. Our Local Resilience Forum has plans in place to mitigate local transport disruption caused by any crisis situation.

BX17	Exchange of personal data and GDPR (General Data Protection Regulations)	Data cannot be exchanged with other organisations in the EU and EEA as well as non-EEA countries such as USA No-deal Brexit: the risk will be how the transfer of data from the EEA to the UK will be legitimized as there is very unlikely to be an adequacy decision in place from the EU to cover the return of personal data. The issue will affect cloud storage such as Google, AWS and Microsoft based in Ireland where they are a processor of council data.	Unlikely	High	8	EU legislation which governs Data Protection is being transferred into UK law, i.e. creation of UK GDPR, adequacy decisions and a replacement for the EU-US Privacy Shield. Information Commissioner has set out 6 steps which CCC and PCC will comply with including maintaining GDPR compliance, understanding transfers in and out of UK which apply to CCC and PCC, ensuring documentation is kept up to date with ongoing discussions with legal. No –deal Brexit: the mitigation is that these are very large companies with contracts with very large businesses and central/local government/public sector so it is unlikely to not be addressed by legislation or contracts. US Companies can reaffirm their commitment to the Privacy Shield which would be acceptable.
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Categories	
Likelihood	
Very Unlikely	
Unlikely	
Possible	
Likely	
Very Likely	
Impact	
Very High	
High	
Medium	
Low	
Negligible	

Risk Scoring Matrix					
VERY HIGH	5	10	15	20	25
HIGH	4	8	12	16	20
MEDIUM	3	6	9	12	15
LOW	2	4	6	8	10
NEGLIGIBLE	1	2	3	4	5
IMPACT \ LIKELIHOOD	VERY UNLIKELY	UNLIKELY	POSSIBLE	LIKELY	VERY LIKELY

Red (risk scores 16 to 25): Excess of Council's risk appetite
Amber (risk scores 5 to 15): Likely to cause the Council some difficulties
Green (risk scores 1 to 4): Monitor as necessary

Impact assessment –Lead Officers	
Name	Role
Janet Atkin	HR
Lisa Brightey	HR
Stuart Brough	Business Compliance Manager
Adrian Chapman	Service Director: Communities and Safety
Gus de Silva	Deputy Head of Procurement
Leigh Dunbar	Business Continuity
Peter Gell	Regulatory Services.
Jackie Galwey	Adults & Safeguarding
Oliver Hayward	Assistant Director , Commissioning
Rob Hill	Assistant Director : Public Protection
Kevin Hoctor	Senior Transformation Advisor
Dan Horrex	Business Intelligence Officer
Jawaid Khan	Head of Community Resilience & Integration
Kirsty Nutton	Resources
Richard Pearn	Head of Waste, Resources and Energy
Adam Smith	Commission Manager (Waste)
Ben Stevenson	Data Protection Officer
Anna Syson	HR
Stewart Thomas	Emergency Planning
Caroline Townsend	Commissioning Partnerships & Programmes
Ellie Tod	Senior Finance Business Partner

After Mitigation				
Likelihood	Impact	Score	Lead Officer	Last updated
Possible	High	12	Jawaid Khan Rob Hill	06/03/2019
Possible	High	12	Jawaid Khan Rob Hill	06/03/2019
Possible	Very High	15	Caroline Townsend Jackie Galwey	27/02/2019
Possible	High	12	Lisa Brightey Anna Syson Janet Atkin	06/03/2019
Likely	Very High	20	Oliver Hayward	07/03/2019

Likely	Very High	20	Lisa Brightey Anna Syson Janet Atkin	06/03/2019
Unlikely	Low	4	Kirsty Nutton Ellie Tod	04/03/2019
Unlikely	Low	4	Kirsty Nutton Ellie Tod	04/03/2019
Very likely	Very High	25	Kirsty Nutton Ellie Tod	04/03/2019
Possible	High	12	Kirsty Nutton Ellie Tod	04/03/2019
Unlikely	Medium	6	Stuart Brough Peter Gell	28/02/2019
Very Unlikely	Low	2	Adam Smith Richard Pearn	28/02/2019
Very Unlikely	Low	2	Gus de Silva	01/03/2019
Unlikely	Low	4	Kevin Hoctor Adrian Chapman	04/03/2019
Possible	Very High	15	Leigh Dunbar Stewart Thomas	06/03/2019
Possible	High	12	Leigh Dunbar Stewart Thomas	06/03/2019

