

BREXIT IMPACT ASSESSMENT					
Ref	Category	Potential Impacts	Likelihood	Impact	Mitigation
BX1	Citizens Rights / Migration	Increase in community tensions causing damage to community cohesion	Likely	High	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.
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	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.
BX3	Supplies	Limited availability of medicinal drugs	Possible	Very High	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.
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	We will prioritise messages that EU staff in the health and social care sector can apply for settled status now, and will be encouraged to do so, through partnership groups and to our commissioned services. 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 CCC & PCC management teams to their staff about this process, as well as wider communication to reinforce information and messages. .
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	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.
BX6	Recruitment	Changes to rules for recruiting staff from outside the UK	Very Likely	Very High	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. 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	Low rating of risk in six month timeframe but to be kept under review.
BX8	Finance / Funding	Loss of EU funding for projects, or loss of government funding	Unlikely	Low	Government have guaranteed existing funding beyond six month timeframe. We will keep this issue under review.
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	CCC & PCC will engage in discussions 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.
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	Possible	High	We will work closely on this with our local MPs, central Government and relevant national representative bodies (i.e. LGA) on this issue, as this will have national implications.
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	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 Rare	Low	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 Rare	Low	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	Could be a positive factor and PCC and CCC will support LGA lobbying in this regard but unlikely to impact in the short term.
BX15	Transport	Potential shortage of fuel supplies would impact on staff travelling to deliver services	Possible	Very High	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	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.
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