

Brexit Service Lead- CES

| Service | Key Risks (IF X was to happen THEN our service would need to do X) | Impact | Long term/Short term? | Likelihood Score | Impact Score | Speed of Impact | Calculated RAG | RAG rating of Risk | Mitigation plan |
|---|--|---|--|--|--|--|--------------------------------------|---|--|
| <i>Example Service</i> | <i>IF X funding is withdrawn THEN our service would need to be reduced to cover core provisions only.</i> | <i>Please define below, impact on service delivery/finances, reputation/ health and wellbeing</i> | <i>Is the impact likely to be short term (6 weeks is the estimated time of disruption) or Longer term - beyond 6 weeks.</i> | <i>Please refer to corporate risk matrix</i> | <i>Please refer to corporate risk matrix</i> | <i>Please assign scoring to describe the expected speed of impact (4 - Impact expected before 31 October, 3 - Immediate impact after 31 October)</i> | <i>This is an automated response</i> | <i>Highly likely/High Impact = Red Likely/Medium Impact = Amber Unlikely/High Impact = Amber Highly Likely/Low Impact = Amber Unlikely/Low Impact = Green</i> | <i>What plan will be implemented to ensure continuity of service and/or reduce impact/likelihood of risks</i> |
| Partnerships and Service Support | Risk is that there is lack of food supply which also leads to a reduction in food standards for school catering, both those in the Caterlink contract and schools that aren't. | | Short and Long term | | 2 | 1 | 3 | 3 Amber | Close liaison with Caterlink and they have shared their assessment of risk to the contract |
| Partnerships and Service Support | Risk that catering contract cost will increase | | Short and Long term | | 3 | 2 | 1 | 2 Amber | Close liaison with Caterlink through the contract monitoring process |
| Safeguarding and Family Support and Youth and Cor | Risk that there is increased pressure on families leading to increased demand for services | | Short and Long term | | 3 | 2 | 3 | 6 Amber | Monitor the impact through performance data |
| Learning and Schools | Risk that transport for SEN pupils will be impacted by a lack of fuel (link to E&R) | | Short term | | 1 | 3 | 2 | 6 Amber | Close liaison with E&R and discussion through Accessible Transport Board. Some initial discussions with affected headteachers. |
| Partnerships and Service Support | Risk that schools which have food transported from other school kitchens will not be able to be serviced | | Short term | | 1 | 3 | 2 | 6 Amber | Close liaison with Caterlink |
| Learning and Schools | Risk that staff will not be able to attend work if transport is affected. This would impact Staff/teacher: Pupil ratios, direct work with children and families | | Short term | | 1 | 2 | 2 | 4 Amber | Close liaison with E&R and discussion through Accessible Transport Board. Some initial discussions with affected headteachers. |
| Learning and Schools | Risk that small childcare providers will need additional support to manage the challenges | | Short term and long term | | 1 | 3 | 2 | 6 Amber | To be reviewed through Childcare Forum and review of grant funding process |
| All | Risk that staff return to countries of origin in the EU, even if eligible for settled status. | | Long term | | 1 | 2 | 2 | 4 Amber | HR reimbursement scheme and advice. |
| Youth and Communities | Risk for Young Offenders due to criminal convictions impacting on settled status | | Long term | | 3 | 1 | 1 | 1 Amber | Identifying how many could be impacted and review of Home Office guidance |

Draft

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| Safeguarding and Family Support | Risk of legal issues regarding residency where parents reside outside of the UK in the EU | | | | | | | | <p>We have reviewed all EU cases and case directions have been given. Pre-settled and settled applications are in progress. In some cases where the child or care leaver had no proof of ID passport applications for the child/care leaver have been undertaken first.</p> <p>Challenges have arisen in complicated cases with criminal records, where there is a lack of history in respect to a child's education and proof of residency in the UK – notably when they became looked after at 16+ or when they have not been resident in the UK long or inconsistently.</p> <p>Assistance for these applications have been sought through Islington Law Centre & Coram</p> |
| | | | | 3 | 1 | 1 | 1 | | |
| Safeguarding and Family Support | Risk that we could breach duty under the Children Act where there could be future immigration issues | | | | | | | | |
| | | | | 3 | 1 | 1 | 1 | | As above |
| Learning and Skills | Teaching qualifications not recognised could lead to a shortage of teachers | | Long term | | | | | | Not yet developed awaiting DfE guidance on process for qualification recognition |
| | | | | 4 | 1 | 1 | 1 | | |
| Learning and Skills | Risk that there is no requirement for EEA regulating authorities to share details of sanctions or restrictions on teachers, leading to potential safeguarding risks | | Long term | | | | | | Will follow the Keeping Children Safe in Education guidance when it is updated to take account of this |
| | | | | 3 | 3 | 3 | 9 | | |

Brexit Preparation

Brexit preparation should consider the following issues that have so far been identified;
 •Food Supply - services or vulnerable service users.
 •Fuel Supply – Does your service know how it operate if there is a shortage of fuel and which vehicles will require it – are you aware of the borough fuel plan.
 •Supply Chain are services reliant on products sources from the EU that maybe at risk due to border disruption.
 •Resources - services rely on equipment or resources from within the EU? If so have you detailed how you will deal with any disruption to the supply of these resources?
 •Regulation – do you have service where EU regulation will no longer apply.

Brexit Service Lead-Adult Social Services

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| <i>Example Service</i> | <i>IF X funding is withdrawn THEN our service would need to be reduced to cover core provisions only.</i> | <i>Please define below, impact on service delivery/finances, reputation/ health and wellbeing</i> | <i>Is the impact likely to be short term (6 weeks is the</i> | <i>Please refer to corporate risk matrix</i> | <i>Please refer to corporate risk matrix</i> | <i>Please assign scoring to describe the</i> | <i>This is an automated response</i> | <i>Highly likely/High Impact = Red likely/Med</i> | <i>What plan will be implemented to ensure continuity of service and/or reduce impact/likelihood of risks</i> |
| Direct delivery services - in house and commissioned | if food supply of the UK is impacted, services providing meals or carrying out shopping tasks need to identify a plan for continued delivery of essential meal support to vulnerable people. | Insufficient food supplies to residential nursing & other services where food is supplied. Impact on residents is a deterioration on their nutritional health. | Long term | 1 | 3 | 2 | 6 | Amber | Budget to cover any potential increase in the basic cost of food. Commissioning and contract management to continue to monitor the situation with all providers through forums, Brexit specific meetings and individual contact. Keep up to date with DHSC guidance on preparations they are leading to ensure substitutes/arrangements are made to deal with any food items identified as at risk of disruption from no-deal Brexit as outlined in 7th December briefing. Any services who rely on a contracted catering company for their food provision to request info on their contingency plan in event of no-deal. Chasing up BCP's from all providers. |
| Direct provider services - in house / Op's and commissioned | Staffing could be impacted due to fuel shortages | Essential staff supporting vulnerable people would struggle to commute and visit service users. Majority of operational staff use public transport. | Long term | 1 | 2 | 1 | 2 | Amber | Review staff rota to deliver efficient distribution of visits geographically. Purchase accommodation/hotel options to enable staff to stay locally to deliver business requirements. Liaise with transport team (E&R) to link in effectively with their contingency plans and make most efficient use of in house transport arrangements that will continue to be available Review case load to establish service users with highest priority need, should service delivery need to be reduced. Essential staff to default to LBI fuel plan. |
| Direct provider services - in house / Op's and commissioned | EU staff leaving within our services. Capacity to deliver support services will be impacted. Agency workers to be recruited urgently to cover, if this is not possible the level of service provided will need to be reduced. Shortage of certain roles will have a major impact on the council's ability to meet its statutory obligations. | Possible low level disruption to service. Shortage of social workers to focus and prioritise the most vulnerable. The completion of Care act Assessments priority to be given based on risk. Complex cases to be given to Case magement to lead on. | Long term | 1 | 3 | 1 | 3 | Amber | Commissioning and Contract management to continue to monitor with commissioned providers. Identify potential contingency staffing from other services/providers. Council to share with its staff and providers the most up to date information. Identify contingency budget for funding additional agency workers to fill gaps. Review case load to establish service users with highest priority need should service delivery/reach need to be reduced. Work across all localities to ensure even distribution of social workers across the service. The completion of Care act Assessments priority to be given based on risk. Complex cases to be given to Case magement to lead on. |
| Commissioned services from VCS | New procurement laws result in delay of procurement of new services. in particular services with contracts ending in the coming months. There are number of procurements already in motion or with a view to starting in the next 6 months. if EU funding schemes are withdrawn from commissioned VCS providers service delivery would be impacted. | A change in procurement and commissioning processes requiring new processes to be set up and staff trained. | Long term | 1 | 1 | 1 | 1 | Green | Contracts Register in place to allow us to forecast prospective procurements and contracts with end dates. Extra resource to be provided to ensure current procurements are completed and signed-off prior to any change. Option to waiver/extend contracts until new agreements are in place. Establish which providers are in receipt of/bidding for EU funding and request a contingency plan is developed for our commissioned services if the funding ends. Identify potential alternative provision to meet the needs of service users likely to be impacted by this. Use contract meetings and provider forums to keep providers up to date with these developments. |
| Community equipment (e.g. Medequip) | Equipment supply chain fails. Alternative arrangements to be made to keep people safe without equipment in the short term (this will mean an increase in care calls) and work to contract with a new provider to deliver this service in the medium term. | Lead to a breakdown of care packages at home or in house services, an increased risk of falls and increased admission to hospital or care homes, longer delays in hospital. | Long term | 1 | 3 | 1 | 3 | Amber | Request Medequip and telecare products manufacturing/supply chain details from contract leads to identify any items at particular risk. Use contract monitoring meetings with Medequip to highlight any concerns and request their contingency plan for no-deal Work with London Medequip Consortium to identify potential alternative solutions – many other boroughs will be in the same position as us if this occurs. Order additional stock of key pieces of equipment in advance and store in peripheral stores at 222 Upper Street/Calshot Community Team/Newington Barrow Way. Dependent on Medequip stock being available. Social workers, therapists & hospital partners are made aware of the potential issues and include contingency arrangements in care and support plans where required. Work in partnership with red cross who have a supply in equipment. |

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| Brexit Service Lead-Adult Social Services | | | | | | | | | |
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| Medication | Shortage of medication - increased referrals. There could also potentially be requests from C& I Foundation Trust for staff to support acute wards if there is an increase in people becoming mentally unwell due to medication shortages. A shortage of medication may mean professionals are called upon more frequently for assessments due to people becoming mentally ill. They will be deemed critical workers and will need access to fuel or transport. It may be necessary to have a dedicated AMHP team in place of the rota currently in place. This may affect the other support that mental health social workers can provide in terms of community care assessments. At the same time the Mental Health trust teams could also be under pressure because of a lack of beds and worsening illness in the community They will be looking to prioritise those receiving medication if there is a shortage. | There may be increased anxiety across the community as to the uncertainty surrounding a no deal brexit and potential medication shortages this may require extra support and assurance for service users, their carers and families and supporting staff. There would be risks to the ability to provide a service if staff were called on to work on acute wards, for exmaple Psychiatrists. carers and service users may need additional support during this time. The public may also need assurance that those who are in need of support due to risks of harm to themselves or other people are being supported. There may be reputational or financial risks if more people need mental health support. | Long term | 1 | 4 | 1 | | Amber | Work with trust and CCG to prioritise service delivery and ensure critical workers are identified and in place. In house pharmacists to work closely across service division to further mitigate. Have access to buffer stocks held centrally. |
| EU Service Users - in house / Op's | EU residents who are our service users will need to be identified and supported. | Will still maintain under current legislation a duty of care to all residents including EU residents | Long term | 1 | 1 | 1 | | Green | Identification of EU residents in receipt of ASC. Provide service users with appropriate support & sign post where possible to supporting communication available. Commisioning contract will support providers to support EU nationals receiving their service. |

| Brexit Service Lead - Environment and Regen | | | | | | | | | |
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| Service | Key Risks (IF X was to happen THEN our service would need to do X) | Impact | Long term/Short term? | LikelihoodScore | Impact Score | Speed of Impact | Calculated RAG | RAG rating of Risk | Mitigation plan |
| Example Service | IF X funding is withdrawn THEN our service would need to be reduced to cover core provisions only. | Please define below, impact on service delivery/finances, reputation/ health and wellbeing | Is the impact likely to be short term (6 weeks is the estimated time of disruption) or Longer term - beyond 6 weeks. | Please refer to corporate risk matrix | Please refer to corporate risk matrix | Please assign scoring to describe the expected speed of impact (4 - Impact expected before 31 October, 3 - Immediate impact after 31 October, 2 - Medium Term impact November 2019 - February 2020, 1 - Longer term impact expected after February 2020) | This is an automated response | Highly likely/High Impact = Red Likely/Medium Impact = Amber Unlikely/High Impact = Amber Highly Likely/Low Impact = Amber Unlikely/Low Impact = Green | What plan will be implemented to ensure continuity of service and/or reduce impact/likelihood of risks |
| Energy Advice | Risk of higher domestic energy prices / cost of living could increase seasonal health inequalities. This would cause service demand to spike and residents to be in crisis. SHINE would need to make referrals into crisis support for fuel costs and/or food. | Service delivery, finance, reputation, health and wellbeing | Long term | 3 | 3 | 3 | | 9 Amber | SHINE have extensively researched crisis provisions and foodbanks in every borough and are signposting clients as per their needs. We will continue to do this albeit on a greater scale. |
| Energy | Utilities- Security of supply; bottlenecks of gas supplies into UK | finance, health and wellbeing. | Long-term | | 2 | 4 | 3 | 12 Amber | Currency hedging strategy |
| Energy | Utilities- Sterling devaluation in relation to euro and dollar leading to increased commodity costs | Impact on finance. | Long-term | | 2 | 3 | 3 | 9 Amber | Long term supply procurement |
| Emergency Planning Unit | If emergency plans from Brexit risks (fuel, food, civil disorder) require activation the Unit will need to declare a critical incident and stop all non-essential work. | Service Delivery, Reputation | Short-term | | 2 | 5 | 4 | 20 Red | Business Continuity plans have been updated, plans being reviewed and liaison with emergency services. |
| All E&R Services | Procurement- Access/cost to resource required for service delivery e.g vehicles, parts, equipment, tools etc | | Long-term | | 3 | 3 | 1 | 3 Amber | Ensure where possible service critical resource are well stocked / ensure suppliers have their own contingency planning in place |
| Street Environment Services/Greenspace & Leisure/Traffic & Parking | Fuel Supply- Security of fuel supply for vehicles | | Short-term | | 2 | 5 | 2 | 10 Amber | Clarify with suppliers on their contingency planning in place to maintain security of supply |
| Street Environment Services/Greenspace & Leisure/Traffic & Parking | Project Costs- Possibility of significant changes in costs from non-UK suppliers depending on border/currency situation. | | Long-term | | 3 | 3 | 1 | 3 Amber | Ensure contingency built into budgets. Seek contractual guarantees over costs. Use entirely UK-based supply chains where possible. |
| Energy/Street Environment Services/Greenspace & Leisure/Traffic and Parking | Funding- Funding restrictions on ongoing projects | | Long-term | | 3 | 3 | 1 | 3 Amber | UK Government pledged to match funding |
| All E&R Services | Economic- Further budget cuts by central government | | Long-term | | 3 | 4 | 1 | 4 Amber | Look at securing a more diverse range of non-core funding (e.g. external consultancy) |
| Energy/Street Environment Services/Greenspace & Leisure/Traffic and Parking | Contracts- It is likely that all contracts tendered pre-Brexit would be sustainable, however the future on procurement regulations in the future post Brexit is unclear. | | Long-term | | 2 | 2 | 1 | 2 Amber | |
| Energy | Non-UK contractors-Issues with appointing non-UK based contractors/ suppliers for future projects | | Long-term | | 2 | 2 | 1 | 2 Amber | Discuss with Procurement. Seek contractual guarantees. |
| Energy / Street Environment Services | Legal- Lack of clarity on continued applicability of EU laws or possible changes in laws when transposed onto UK statute books | | Long-term | | 3 | 2 | 1 | 2 Amber | Try to stay up-to-date on legal changes – e.g. via Legislation Update Service, professional newsletters (ADE, LECF etc.) |
| Energy | Funding- Currency risk – amounts secured for projects may change if pound strengthens against Euro | | Long-term | | 3 | 2 | 1 | 2 Amber | Ensure contingency built into budgets |

| Brexit Service Lead - Environment and Regen | | | | | | | | | |
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| Street Environment Services | Waste Disposal- Access to EU recycling reprocessors/impact on European recycling market possibly leading to falls in borough material processed as recycling | | Long-term | 2 | 2 | 3 | 6 | Amber | NLWA to manage |
| Street Environment Services | Waste Disposal- Increase in cost for residual waste disposal | | Long-term | 3 | 2 | 3 | 6 | Amber | NLWA to manage |
| Street Environment Services | Waste Disposal- Access to skilled staff to man RRCs & disposal sites | | Long-term | 3 | 3 | 1 | 3 | Amber | NLWA to manage |
| Greenspace & Leisure | Utility- Utility supply for Leisure centres | | Long-term | 3 | 3 | 1 | 3 | Amber | Clarify with suppliers on their contingency planning in place to maintain security of supply |
| Greenspace & Leisure | Supply Chain- Supply chain issues for project capital works for parks and leisure projects | | Long-term | 3 | 3 | 2 | 6 | Amber | Clarify with suppliers on their contingency planning in place to maintain security of supply / ensure stock levels are sufficient to manage any disturbance in supply |
| Greenspace & Leisure | Access to specialist equipment- Specialist plant, boilers and water filtration systems for the rebuild of Highbury Leisure Centre may be harder to access post-exit | | Short-term | 2 | 2 | 1 | 2 | Amber | |
| Traffic and Parking | Impacts on CIL income | | Long-term | 3 | 3 | 2 | 6 | Amber | |
| Traffic and Parking | Impact on ACT client base if EU families status not clarified | | Long-term | 2 | 3 | 2 | 6 | Amber | |
| Traffic and Parking | Economic- Less development under Brexit could lead to loss of suspensions income | | Long-term | 3 | 4 | 1 | 4 | Amber | |
| Environmental Health | Commencement of issuing of export certificates for food requires additional information on procedure | | Long-term | 5 | 3 | 2 | 6 | Amber | Working with FSA to establish changes and requirements |
| Trading Standards | Changes to laws impacting safety standards | | Long term | 3 | 3 | 1 | 3 | Amber | Identifying medium to long term implications of law changes after divergence of EU/UK law |
| All E&R Services | Status of EU staff member- Lack of clarity around EU residents status in the UK | | Long term | 3 | 3 | 3 | 9 | Amber | Advise HR of any concerns |
| Energy/Street Environment Services/Greenspace & Leisure/Traffic and Parking | Impact of street environmental services due to significant numbers employees who are EU nationals should employees leave the UK. | Potential shortages in staffing levels resulting in additional requirement for agency and temporary staff | Long-term | 3 | 3 | 1 | 3 | Green | Ensure jobs are advertised more widely (e.g. using services like Environment Job). |
| Energy | If Northern Ireland remains in the Customs Union and Great Britain does not after 31/12/2020, this could create issues with Colloide, including tariffs. | | Long-term | 1 | 2 | 4 | 8 | Green | Raise issue with Colloide and ensure they continue to deal with LBI without additional cost. |
| Energy | Changes to procurement rules and legislation as a result of exiting the EU resulting in procurement delays | Possible delay in procurement delivery timetables resulting in the need to extend existing contract arrangements and / or service continuity risks | Long term | 1 | 2 | 1 | 2 | Green | Work with Procurement to reduce time required. Build in extra time to projects for procurement. |
| Business & Information service - Local Land Charges and Development Management Service | Possible slow down in economy resulting in the housing market slowing down reducing the number of planning applications and properties being sold reducing the level of forecast income. | Reduction in forecast income requiring corrective action to balance service operational budgets | Long term/Short term | 4 | 3 | 3 | 9 | Amber | |

| Brexit Service Lead - Environment and Regen | | | | | | | | | |
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| Business & Information service - Street Naming & Numbering | Potential reduction in number of properties being applied to be named/numbered which we charge for and thus an impact on the revenue generated. If developers are not progressing minor/major developments this will in turn reduce the number of applications received. | | Long term | | 3 | 3 | 3 | 9 Amber | |
| Business & Information service - Licensing Technical Support | Potential reduction in number of licensed premises operating if there is a large business impact following Brexit. Applications by individuals will need to meet the "Allowed to work in UK test" Service needs to This will in turn impact the revenue generation of the service. | | Long term | | 2 | 3 | 3 | 9 Amber | |

| Brexit Service Lead - Housing | | | | | | | | | |
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| Income - Housing | Potential impact on employment and rising costs (food, fuel) could adversely affect residents' ability to pay rent, resulting in an increase in rent arrears with knock on impact on HRA income. This would increase the workload of the Council's income team. | Draft | Long-term | | 2 | 2 | 1 | Amber 2 | Work with partnership organisations - advice providers, employment services, DWP, etc. to provide support to residents affected Increase staffing levels in Income Team to cope with rising demand |
| Homes and Communities | Increased cost / reduction in availability of food and energy leading to food and fuel poverty - particularly affecting poorest households | | Long-term | | 1 | 2 | 1 | Amber 2 | Tenancy management door knocking 'vulnerable' tenants and signposting to foodbanks and other support networks Work through VCS Foodbank providers to increase their capacity to provide food essentials Use and promotion of the RSS to affected residents |
| Homes and Communities - ASB and Community Safety | Rise in hate crime / deterioration in community relationships/community cohesion | | Short-term | | 1 | 2 | 2 | Amber 4 | Work with Community Safety to ensure that ASB is sufficiently resourced and appropriate responses are in place. |
| Homes and Communities | Status of EU national uncertain - increase demand for immigration advice services | | Short-term | | 3 | 1 | 4 | Amber 4 | Work with legal advice agencies, council Comms department to get key messages out to EU nationals about status options and locally available support |
| Housing Property Services & New Build | Higher than expected tenders due to contractors pricing for risk associated with Brexit | | Long-term | | 2 | 2 | 2 | Amber 4 | Tender returns are being monitored to assess impact on budget and works programmes. Review taking place with finance and legal on options for different forms of contracts that could reduce risks and costs. |
| Repairs and Gas | Fuel availability | | Short-term | | 1 | 1 | 3 | Amber 3 | Make use of borough fuel plan. Plan for successive stages of service availability in place. |
| Repairs and Gas | Materials availability and costs | | Long-term | | 2 | 2 | 2 | Amber 4 | Work with materials suppliers to ensure contractual terms are delivered |
| Housing Property Services | Staff availability | | Long-term | | 3 | 2 | 1 | Amber 2 | Work with HR on promotion of EU settlement scheme to staff |
| Housing Needs & Strategy | Home Office move to online immigration applications may affect rough sleepers and increase those with the NRPF condition imposed on them and child poverty | | | | 2 | 2 | 2 | Amber 4 | Closely monitor developments and liaise with partners on effects. |

Brexit Service Lead - Resources

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| Strategic Procurement | OJEU - current procurements that do not finish by 31/10 | | short term | 1 | 2 | 3 | 6 Green | | Any procurements going through OJEU will continue on that path until completion. There may need to be some small additional administrative changes but National Advisory Group to changes in procurement are advising these will be minor. |
| Digital Services | Provision of IT hardware, most equipment built in Eire, Germany and Poland and imported for HP, Lenovo and Dell respectively. May be supply chain and import issues | | short term | 2 | 1 | 2 | 2 Amber | | Windows 10 upgrade priority to mitigate non compatible devices. Consider new device make/model preparation plans and stock. |
| Digital Services | Will we be able to access Cloud platforms based in Europe for current systems? | | long term | 1 | 5 | 3 | 15 Amber | | Audit conducted during GDPR prep and all UK based. Review the data position before the actual exit date |
| Financial management | Identify all EU funding (ESF etc) that may stop | | Long term | 1 | 1 | 3 | 3 Amber | | Government has guaranteed that ESF and other grants will be replaced by UK Government until the end of 2020 in event of no deal. No details as yet though and we may have to bid for replacement funding. CIPFA and LGA are starting to think about post EU membership and how funds are allocated. |
| Financial management | Property valuations for accounts after Brexit | | long term | 1 | 3 | 1 | 3 Amber | | Ensure robust valuation process in place for those assets that could see large change e.g. south of Borough? |
| Financial management | Investment values could reduce significantly, affecting Pension Fund etc. Also, exchange rate fluctuations may impact on purchase costs (from EU and other countries) and affect inflation | | long term | 1 | 3 | 1 | 3 Amber | | All risks identified as part of medium term financial strategy (MTFS) to ensure budget setting process is as robust as possible. Also, could use info to lobby Govt. for compensatory funding. |
| Financial management Governance | Insurance provider (Norwegian) cannot trade with us Data protection | | Short term | 1 | 3 | 1 | 3 Amber | | London working group are working on this as it is an issue for many LAs |
| HR | EU nationals who work for LBI (employees, agency staff and consultants plus their families) - ensure right to continue employment and mitigate risk of flight by EU workers | This may result in long term recruitment and retention issues, loss of knowledge, skills and experience within the workforce. | short term | 2 | 2 | 3 | 6 Green | | EU nationals and their families need to apply for settled status to secure their right to continue living and working in the UK. Communication and engagement with line managers continues to enable us to identify EU nationals and their families working for the Council. Reed (agency staff) have initiated workforce planning as key to mitigating risk to Reed and LBI. This includes identifying EU workers and gauging sentiment and flight risk through surveys. The EU settlement scheme is now fully open. LBI will continue to employ EU citizens and establishing their right to work through their EU passport or ID card. HR is facilitating a number of face to face sessions in Adult Social Care and Property Services (Repairs, Capital Programme) to raise awareness of the EU settlement scheme. Further sessions have been agreed |
| iCo | State aid | | Long term | 1 | 1 | 3 | 3 Green | | Ensure state aid regs are followed, UK equivalent s/b same |
| Income Maximisation Team | Additional advice and support needed for EU Nationals on various issues | | short /long term | 3 | 1 | 2 | 2 Amber | | Staff awareness and monitor capacity |
| Processing Services | Changes to Benefits rules for EU nationals | | Long term | 2 | 2 | 3 | 6 Amber | | Will need to make staff aware |
| Strategic Procurement | Future procurements that would usually go through OJEU | | medium term | 4 | 1 | 3 | 3 Amber | | There are no contracts due to expire that will leave us with no service due to Brexit. |
| VAT | Purchases directly from EU may need changes to VAT | | Short term | 1 | 1 | 1 | 1 Green | | No indication of any tax changes as yet but system is capable of having various rates depending. |

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Brexit Service Lead - Public Health

| Service | Key Risks (IF X was to happen THEN our service would need to do X) | Impact | Long term/Short term? | LikelihoodScore | Impact Score | Speed of Impact | Calculated RAG | RAG rating of Risk | Mitigation plan |
|--|---|--|--|--|--|--|--------------------------------------|---|---|
| <i>Example Service</i> | <i>IF X funding is withdrawn THEN our service would need to be reduced to cover core provisions only.</i> | <i>Please define below, impact on service delivery/finances, reputation/ health and wellbeing</i> | <i>Is the impact likely to be short term (6 weeks is the estimated time of disruption) or Longer term - beyond 6 weeks.</i> | <i>Please refer to corporate risk matrix</i> | <i>Please refer to corporate risk matrix</i> | <i>Please assign scoring to describe the expected speed of impact (4 - Impact expected before 31 October, 3 - Immediate impact after 31 October, 2 - Medium Term impact November 2019 - February 2020)</i> | <i>This is an automated response</i> | <i>Highly likely/High Impact = Red Likely/Medium Impact = Amber Unlikely/High Impact = Amber Highly Likely/Low Impact = Amber Unlikely/Low Impact = Green</i> | <i>What plan will be implemented to ensure continuity of service and/or reduce impact/likelihood of risks</i> |
| Public Health core team: recruitment of future staff from EU | Restrictions to EU residents coming to UK likely to result in a smaller pool of applicants to future PH posts | | long-term | | 1 | 1 | 1 | Green | Advise HR of any concerns |
| Economic- Further budget cuts by central government as a result of diminished tax base | Further cuts to the Public Health budget is likely to lead to lower provision of preventative services and early identification services, and treatment services funded via public health budgets | | long-term | | 1 | 4 | 2 | Amber | |
| Service provision: drug and alcohol | Shortage of and/or significant price increases of essential medicines or regulated medical equipment; changes to medicines regulations; | Unavailability of medicines particularly methadone would have a high impact on service users. The Local Authority would be impacted by significant price rises in medications as this service is not provided by an NHS organisation | Short term | | 1 | 3 | 2 | Amber | The provider has identified this risk in its own BCP. Our Commissioning Manager for Substance Misuse has discussed the provider's BCP and mitigation plan. |
| Service provision: sexual health; | Shortage of and/or significant price increases of essential medicines or regulated medical equipment; changes to medicines regulations; | | Short term | | 1 | 1 | 2 | Amber | The Department for Health and Social Care has provided guidance on issues of access to pharmacy supplies centrally. It has instructed the NHS not to stockpile – an activity which is not, in any case, practicable at local level. Providers are working closely with the DHSC as planning progresses. |

Brexit Service Lead - Public Health

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|--|---|--------|-----------------------|-----------------|--------------|-----------------|----------------|--------------------|--|
| Public Health core team: Status of EU staff member- Lack of clarity around EU residents status in the UK | Potential risk if a "no deal" Brexit impacts on residency status of EU resident staff | | Short term | 1 | 1 | 2 | 2 | Amber | Advise HR of any concerns |
| Service provision: commissioned services from NHS (sexual health, drug and alcohol) | Potential risk if a "no deal" Brexit impacts on residency status of EU resident staff | | Short term | 1 | 1 | 2 | 2 | Amber | Providers are supporting EU staff with EU settlement scheme |
| Contractor failure | Brexit related risks are one of a number of potential risks of contractor failure. This primarily impacts on smaller providers, where impact is likely to be lower than essential services | | Short term | 1 | 1 | 2 | 2 | Green | Provider business continuity plans are assessed annually as part of contract compliance and due diligence |
| Fuel supply / travel: core PH team | No direct risks e.g. vehicles. For major travel disruption, staff are expected to work from home if unable to travel to 222 Upper St or 5 Pancras Square | | Short term | 1 | 1 | 2 | 2 | Green | Corporate business continuity has given assurance for sufficient access via Citrix |
| Fuel supply / travel: providers of School Nursing and Health Visiting services | School nursing and health visiting services are more reliant on staff travel to schools, family homes, etc. Staff in these services may be more likely to live out of borough because of high cost of living locally. School Nursing and Health Visiting are commissioned from NHS Trusts | | Short term | 1 | 1 | 2 | 2 | Green | These issues are likely to affect large numbers of staff at NHS Trusts in addition to school nursing/health visiting. NHS England is responsible for assurance of provider business continuity plans |
| Fuel supply / travel: providers of smaller contracts | Staff unable to travel to work location; fuel shortage for vehicles (e.g. NHS Health Checks mobile clinic) | | Short term | 1 | 1 | 2 | 2 | Green | Provider business continuity plans are assessed annually as part of contract compliance and due diligence |

Brexit Service Lead - Public Health

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|--------------------------|---|--------|-----------------------|-----------------|--------------|-----------------|----------------|--------------------|---|
| Supply chains: providers | Interruption to supply chains | | Short term | 1 | 1 | 2 | | Green 2 | Provider business continuity plans are assessed annually as part of contract compliance and due diligence |

Brexit Service Lead - Communications

Brexit Preparation

Brexit preparation should consider the following issues that have so far been identified;

- **Food Supply** - services or vulnerable service users.
- **Fuel Supply** – Does your service know how it operate if there is a shortage of fuel and which vehicles will require it – are you aware of the borough fuel plan.
- **Supply Chain** are services reliant on products sources from the EU that maybe at risk due to border disruption.
- **Resources** - services rely on equipment or resources from within the EU? If so have you detailed how you will deal with any disruption to the supply of these resources?
- **Regulation** – do you have service where EU regulation will no longer apply.
- **Staff** (staff will continue broadly have the same rights as they do now).
- **Contractor Failure** (some services have single source suppliers for their entire service)
- **Community Cohesion** (no deal Brexit could cause a breakdown in the community)
- **Funding** (investment/grants sourced from the EU).

Brexit Service Lead - Communications

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|-------------------------------|---|--|--|--|--|--|--------------------------------------|---|---|
| <i>Example Service</i> | <i>IF X funding is withdrawn THEN our service would need to be reduced to cover core provisions only.</i> | <i>Please define below, impact on service delivery/finances, reputation/ health and wellbeing</i> | <i>Is the impact likley to be short term (6 weeks is the estimated time of disruption) or Longer term - beyond 6 weeks.</i> | <i>Please refer to corporate risk matrix</i> | <i>Please refer to corporate risk matrix</i> | <i>Please assign scoring to describe the expected speed of impact</i> (4 - Impact expected before 31 October, 3 - Immediate impact after 31 October, 2 - Medium Term impact November 2019 - February 2020, 1 - Longer term impact expected after February 2020) (4 - Impact expected before 29 March, 3 - Immediate impact after 29 March, 2 - Medium Term impact April 2019 - July 2019, 1 - Longer term impact expected after July 2019) | <i>This is an automated response</i> | <i>Highly likely/High Impact = Red Likely/Medium Impact = Amber Unlikely/High Impact = Amber Highly Likely/Low Impact = Amber Unlikely/Low Impact = Green</i> | <i>What plan will be implemented to ensure continuity of service and/or reduce impact/likelihood of risks</i> |
| HR and Comms | Need for communication to Islington Council staff about the implications of Brexit - especially the EU Settlement Scheme | Resource needed esp from Internal Comms staff, to ensure regular and accurate info provided. Potential reputational risk if services are under-resourced. | Long term | | | | 0 | | In hand, regularly reviewed |
| individual services and Comms | Understanding the likely impacts of Brexit on particular services and preparing information for these scenarios | Potential reputational risk if services are under-resourced. | Long term | | | | 0 | | service-owned risk |
| Comms | Key lines on Brexit preparation and signposting Islington residents to the correct info (NB should include website, social media, e-bulletins, and Customer Services) | Resource needed from Comms to ensure regular and accurate info provided, and updated to prevent unnecessary calls to Customer Services. Potential to enhance reputation of the council by being clear what our stance is and the support we are offering eg no fee for Islington residents on ID checking. | Long term | | | | 0 | | In hand, regularly reviewed |
| Comms | Cohesion messaging and ensuring the council is able to respond appropriately in a crisis | Comms resource required in a crisis, as outlined in Council's emergency plan. | Short term | | | | 0 | | In hand, regularly reviewed |

Brexit Service Lead - Communications

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|---------|---|---|-----------------------|------------------|--------------|-----------------|----------------|--------------------|---------------------------------------|
| Comms | Risk that planned work will have to be reduced, postponed or shelved if demand for Brexit comms significantly increases especially at short notice (see also Communicating in a crisis) | Comms resource required in a crisis, as outlined in Council's emergency plan. | Short term? | | | | 0 | | comms forward plan regularly reviewed |