

Cabinet

Tuesday 30 April 2019

4.00 pm

Ground Floor Meeting Room GO2C, 160 Tooley Street, London
SE1 2QH

Supplemental Agenda No.2

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Date: 30 April 2019

Item No. 18.	Classification: Open	Date: 30 April 2019	Meeting Name: Cabinet
Report title:		Impact of Brexit on Southwark - Progress Report	
Ward(s) or groups affected:		All	
From:		Councillor Victoria Mills, Finance, Performance and Brexit	

FOREWORD - COUNCILLOR VICTORIA MILLS, CABINET MEMBER FOR FINANCE, PERFORMANCE AND BREXIT

As the UK takes a collective sigh of relief that a chaotic exit from the European Union (EU) did not happen on 29 March 2019 or 12 April 2019, preparations by Southwark Council continue. At the forefront of this is the work that has been urgently and smoothly undertaken by our council elections staff to ensure that we are ready to manage and undertake EU Parliamentary Elections on 23 May. I would like to thank and commend the team who have worked tirelessly to ensure that work that is usually undertaken over many months has instead happened over just a few weeks. In addition, the council has ensured that all registered EU Citizens have been sent the UC1 form and a pre-paid return envelope so that they can overcome the additional bureaucracy put in place by the Government. Of course the risk of disenfranchisement remains very high especially amongst EU Citizens not already on the electoral roll.

Following the annual council meeting on 18 May 2019 a further meeting of the cross-party Brexit Panel will be convened to look at progress on the recommendations made by the panel in January and also to consider emerging issues and concerns ahead of a possible exit from the EU on 31 October 2019.

RECOMMENDATIONS

That cabinet:

1. Note progress on local work in preparing for EU exit.
2. Agrees to convene a further meeting of the cross-party Brexit Panel following the annual council meeting and outcome of the EU Parliamentary Elections.

BACKGROUND INFORMATION

3. On 23 June 2016 the UK voted in the EU referendum on whether the UK should 'remain' in or 'leave' the EU. 52% of those that took part in the referendum nationally voted to leave the EU. In Southwark over 72% of the residents who took part in the referendum voted to remain in the EU. Southwark is home to 41,000 non-Irish EU citizens, whose status in the UK following the departure from the EU is unclear. Providing certainty to those citizens and ensuring their rights are protected is a priority for the council.
4. As a result of triggering Article 50 of the Lisbon Treaty (i.e. the process of withdrawal by the UK from the EU) in March 2017, the deadline for the UK to leave the EU was 29 March 2019. Following a series of parliamentary votes (including three rejections of the government's "meaningful vote" on the terms of the withdrawal agreement) the

deadline for EU exit was first extended by the EU to 12 April 2019 and then again to 31 October 2019. Parliament has also passed legislation that means the UK cannot leave the EU without a deal. If an agreement is not reached by 31 October the date of UK exit from the EU may therefore be amended further.

5. Given the prolonged extension of Article 50 arrangements beyond the date when the new EU Parliament for 2019-2024 will sit, the UK, as a member of the EU, is now legally required to take part in the process to elect Members of the European Parliament (MEPs). The notice of poll was issued on 12 April and local plans are underway to prepare for and deliver the EU elections in Southwark (as part of a London wide election process).
6. A report was presented to cabinet in January 2019 setting out the steps that the council had taken more generally to prepare for the impact of the UK leaving the EU on the borough and our residents. In that report, the outcomes of the Southwark Brexit Panel were reported to cabinet. Cabinet accepted all the recommendations from the Panel and officers were asked to undertake follow up work. A report on progress of this work was presented to cabinet in March 2019. This report now provides a further update on key matters arising and actions undertaken since March.

KEY ISSUES FOR CONSIDERATION

7. As a recap, Appendix 1 lists the recommendations from the Southwark Brexit Panel and Cabinet response. Work has been continuing, or is complete, in respect of all recommendations.
8. Managing risk. Following cabinet agreement, a Brexit risk register was published and has been updated monthly. The latest version is attached at Appendix 2. Southwark's primary responsibility is continuing to provide local services and minimising the impact of disruption on services to residents, businesses and the borough as a whole. The council regularly reviews its emergency planning and business continuity arrangements, and such review takes account of possible Brexit impact.
9. EU Elections. One of the most significant consequences resulting from the prolonged extension of the withdrawal process is the requirement that the UK participates in EU Parliamentary Elections. This has been captured on the Council's updated risk register. Polls to elect MEPs will take place across the 28 member states of the European Union on 23-26 May. The UK poll will take place on 23 May. Although the government remain committed to achieving a withdrawal agreement by 22 May and so removing the need to participate in the election process, this outcome appears highly unlikely.
10. As a responsible organisation the council has made the necessary arrangements to prepare for and deliver elections. At the start of April the government's position was that the UK will not participate in EU Parliamentary elections. The Council is therefore working to an extremely truncated time period within which to prepare for, plan and implement the poll. A senior level project board comprising key staff has been set up to oversee the smooth running of the election on 23-26 May, chaired by the Returning Officer (Duncan Whitfield, Strategic Director of Finance and Governance). The board is meeting at least weekly, although will amend frequency as the need arises.
11. In terms of key activity on EU election planning, polling cards are currently being delivered to residents; postal ballots will be issued on 11 May. Presiding officers, poll clerks and count staff are confirmed with training underway, the first of which took place for presiding officers on 25 April 2019. All polling stations have been identified.

Plans are well progressed with regards facilities and supporting infrastructure for the verification and count process, following polling day on 23 May. The verification and count process will take place at the Council's main offices at 160 Tooley Street. Nominations for candidates in the EU parliamentary election closed on 25th April and elections staff will be providing onward guidance and information for election candidates and agents.

12. A communications plan for the EU election is live, including regular posting via social media reminding residents from the EU of the need to register to vote (by completing what is called the UC1 form) by 7 May 2019. There is a dedicated area on the council's website (<http://www.southwark.gov.uk/council-and-democracy/voting-and-elections/european-parliamentary-elections>) setting out all key information pertaining to the EU parliamentary elections.
13. The Cabinet Office has confirmed that the government will cover any 'reasonable' costs attached to preparing for the EU elections. Alongside counting the cost of preparing for an election that only four weeks ago was not scheduled to happen, the council will continue to make broader representation to government to ensure any additional costs incurred from EU Exit are appropriately recompensed, in terms of immediate and, crucially, short to medium term borough wide impacts.
14. The Met Police are responsible for and have prepared the necessary plans to ensure the running of the election is done safely and without undue disruption at local polling stations. The Council will therefore continue to take their lead from the Met Police with regards appropriate security arrangements attached to the running of the poll.
15. Communications. Cabinet agreed that a comprehensive communications plan be developed looking at all avenues we have to engage with residents. Our key messages have been set out and agreed actions are taking place to ensure we keep residents, staff and businesses up to date with relevant information. There is a specific focus on ensuring our EU residents and staff know they are welcome in Southwark, and detailing the support available to them with regards to the EU settlement scheme. We continue to communicate regularly with residents, staff and businesses about the UK's exit from the EU, through the media, social media, our enewsletters, intranet and Southwark Life magazine. An area dedicated to Brexit has also been set up on the council's website (www.southwark.gov.uk/brexit). This has been kept under review including communicating key events where residents, businesses and other organisations can find out more advice and guidance with regards preparing for EU Exit, such as the recent drop in session at City Hall on 29 March 2019 ran by the GLA.
16. EU settlement scheme. The council continues to develop its understanding of the impact of Brexit on our workforce, our services, our partners and our residents, including our more vulnerable residents and those for which we have important care responsibilities. One very live area is with regards the EU settlement scheme.
17. In run up to the end of March, Southwark was one of 12 pilot test areas nationally for those individuals seeking 'settled status'. This service is for ID document checking and verifies that identity documents are genuine and belong to the individual using them. The service can also make referrals to the central government EU Settlement Resolution Centre for further support if needed. Cabinet agreed that the ID verification service will be provided free of charge to Southwark residents and staff as part of Southwark Council's commitment to support EU residents in the Borough.
18. To date (21 January to 18 April), a total of 1360 customers have utilised the ID verification service in Southwark of which 17% are Southwark residents. The number

of individuals making appointments in Southwark accounts for approximately 27% of the total number across England, Wales and Scotland. Appointments are fully booked up until the end of May 2019 at Southwark Register Office (34 Peckham Road). Given the high demand, additional walk-in appointments have been made available in addition to appointment slots.

19. Specific information has been issued by government with regards supporting looked after children and care leavers who are required to apply for EU settled status. Our specialist teams across social care in making the necessary preparations with regards our duty of care to those children and families affected will take account of the additional information accordingly.
20. The Council values the contribution and commitment of its EU workforce in providing quality services for all borough residents. A series of drop in sessions on preparing for EU exit, in particular with regards the EU settlement scheme, has taken place for staff across office and depot sites, offering advice and assistance to council workforce on how to apply to the scheme and answering any questions or concerns. More than 60 employees have been supported to complete their settled status applications by our teams so far.
21. EU Exit preparedness. Feedback through national and regional mechanisms is that Southwark has prepared well when compared to others. At a strategic level within the council the Chief Officer team has continued to meet up to the Easter period. Chaired by the Chief Executive, the team consider local impacts and actions and ensure the necessary response and resources are deployed. In the light of the prolonged extension of EU Exit to end of October the frequency of these meetings has been reduced to ensure appropriate priority can be given to the EU elections. The Chief Executive will keep this under review.
22. On 12 April the government confirmed they had suspended no deal planning and with it the regional and national arrangements that were in place between local government and Ministry for Housing, Communities and Local Government (MHCLG). The London Resilience Forum (LRF) has subsequently suspended its strategic co-ordination group involving local councils, the 'blue light' services, NHS, GLA and pan London stakeholders. As with local arrangements, LRF will keep this under review in the light of any changing national context.

Next steps

23. The EU Parliamentary elections are proposed to take place on 23 May 2019. Ahead of that the council annual meeting, where annual committee and panel appointments will be confirmed, will take place on 18 May. In the light of ongoing uncertainty nationally, and to provide a further opportunity to discuss the impact of Brexit on Southwark communities, a further meeting of the cross-party Brexit Panel should be convened to follow the outcome of the EU Parliamentary Elections.

Policy implications

24. The Council Plan 2018-22 sets out the overall policy framework. This plan describes the commitments, measures and milestones to achieve the Council vision of a fairer future for all. It was adopted by Council Assembly in November 2018 and provides a council wide plan for delivery across all services to 2022. In agreeing the recommendations of the Southwark Brexit Panel in full (see Appendix 1) the cabinet may make future decisions that impact on future policy. In doing so this will need to be cognisant of the Council Plan and relevant supporting plans and strategies.

Community impact statement

25. The UK's exit from the EU is an issue of national importance and the impact of Brexit locally will be significant. Although the proposed date of UK withdrawal from the EU has been postponed to 31 October 2019, assessing and preparing for the potential consequences of Brexit will help the council better understand implications on any particular group or groups of individuals in our community. The Public Sector Equality Duty will be taken into account when considering any changes to policy arising from the impact of Brexit on Southwark. This will include discussion with the voluntary and community sector partners and with health and social care partners, to identify any vulnerable groups and individuals who may be in particular need of targeted support.

SUPPLEMENTARY ADVICE FROM OTHER OFFICERS

Director of Law and Democracy

26. This report notes progress on work following adoption of the recommendations from the Southwark Brexit Panel in January 2019. Local authorities in England have a "general power of competence" in accordance with section 1 Localism Act 2011 meaning that they have power to do any thing that individuals generally may do. Councils also have the power under section 111 Local Government Act 1972 to do anything calculated to facilitate, or is conducive or incidental to, the discharge of any of their functions. The recommendations here relate to actions that the Council should take in the light of the referendum decision for the UK to leave the EU, and as such are executive decisions covering a range of functions including the general power of competence. The public sector equality duty in section 149 Equality Act 2010 is relevant to this decision. This requires the council, and the decision, in the exercise of all its functions, to have due regard to the need to:
- a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
 - b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
 - c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Consideration of the community impact statement above is relevant to meeting this duty.

Strategic Director of Finance and Governance

27. This report notes progress on work following adoption of the recommendations from the Southwark Brexit Panel in January 2019 and subsequent actions arising.
28. The Policy and Resources Strategy 2019-20 report to cabinet on 5 February 2019, subsequently agreed by council assembly on 27 February 2019, set aside a sum of £2m from the London Devolution Reserve to act as a special risk reserve to protect the council against the negative effects of Brexit. This resource is available for one-off purposes in accordance with council priorities and is expected to fund the various initiatives arising from this report.
29. A further £300,000 commitment was added to the base budget from 2019-20 to cover any operational cost pressures arising from the outcome of the Brexit negotiation on Southwark. These funds will be prioritised to support the recommendations made by the Southwark Brexit Panel.

30. Alongside the Local Government Finance Settlement, the Government announced that local authorities across England would receive grant funding to support their preparations for Brexit. Southwark's allocation will be £0.210m (£0.105m in 2018-19 and 2019-20).
31. Staffing and any other costs connected with this report to be contained within existing departmental revenue budgets.

REASONS FOR URGENCY

32. The report is urgent as cabinet requested a further progress report on Brexit impact and preparedness ahead of the EU parliamentary elections, planned for 23 May 2019. The next available cabinet after this meeting is scheduled to take place on 18 June and would therefore be too late.

REASONS FOR LATENESS

33. The report is late so officers can take account of the most up to date information pertaining to the negotiating position between the UK and the EU, where relevant and to ensure cabinet are informed of the most up to date information with regards level of local preparedness.

APPENDICES

No.	Title
Appendix 1	Southwark Brexit Panel recommendations and Cabinet response
Appendix 2	Southwark Council Brexit risk register (version, April 2019)

BACKGROUND DOCUMENTS

Background Papers	Held At	Contact
Southwark Brexit Panel – Recommendations to Cabinet 22 January and 12 March 2019	160 Tooley Street, London SE1 2QH	Paula Thornton 020 7525 4395
Links:		
http://moderngov.southwark.gov.uk/ieListDocuments.aspx?CId=302&MId=6108&Ver=4 (Item 16, 22 January 2019)		
http://moderngov.southwark.gov.uk/ieListDocuments.aspx?CId=302&MId=6088&Ver=4 (item 18, 12 March 2019)		

AUDIT TRAIL

Lead Officer	Eleanor Kelly, Chief Executive	
Report Author	Stephen Gaskell, Head of Chief Executive's Office	
Version	Final	
Dated	30 April 2019	
Key Decision?	No	
CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / CABINET MEMBER		
Officer Title	Comments Sought	Comments Included
Director of Law and Democracy	Yes	Yes
Strategic Director of Finance and Governance	Yes	Yes
Cabinet Member	Yes	Yes
Date final report sent to Constitutional Team	30 April 2019	

APPENDIX 1

Southwark Brexit Panel recommendations and Cabinet response

No.	Southwark Brexit Panel recommendation	Cabinet response
1	Publish the Council's Brexit contingency planning, financial planning and risk register in January 2019 with a further update in February 2019 and again in March 2019. This should include making sure contractors also have continuity plans in place and that the council is working closely with the GLA and other London Boroughs to ensure we have robust emergency planning in place especially in the event of no deal.	Agreed.
2	Continue to develop our understanding of the impact of Brexit on the council, our workforce, our services, our partners and our residents, and the council's role in helping them to prepare for Brexit.	Agreed.
3	Identify and assess the risks to public order associated with a no-deal Brexit and develop contingency plans accordingly to respond to and mitigate against those risks.	Agreed.
4	Publish and review the work already undertaken about the potential impact on Southwark Council's workforce.	Agreed.
5	Cover the cost of applying for settled status for Southwark Council employees.	Agreed.
6	Request information from contractors on their workforce impact assessments.	Agreed.
7	The Council should cover the cost of applying for settled status for all children in its care.	Agreed; also a statutory requirement.
8	Southwark Council should create a one-off fund that will make grants to voluntary and community groups to support vulnerable people through Brexit. This would ensure difficult to reach groups are supported to apply for settled status and any other difficulties emerging for EU citizens as a result of Brexit.	<p>Agreed; to be informed by the outcomes of work from (9) and (10) below.</p> <p>In order to support residents and staff:</p> <ul style="list-style-type: none"> • Southwark is one of only two London Boroughs piloting a document scanning service • Local libraries will be providing an Assisted Digital Service.
9	Collate information and resources being provided by other organisations about support for EU citizens, the settled status application process and other relevant information, and signpost to voluntary and community sector organisations	Officers to undertake necessary work and report back on progress.

No.	Southwark Brexit Panel recommendation	Cabinet response
	offering support.	
10	Identify vulnerable individuals and groups who may struggle with the settled status application process or be unaware of what they need to do, including older people (including in care homes or supported housing) and some people with disabilities, and work with voluntary and community groups to ensure those people are communicated with effectively.	Officers to undertake necessary work and report back on progress.
11	Request clear guidance from central government about process for EU citizens during the transition period and in the event of no-deal.	Agreed.
12	Engage with partners and local businesses to encourage them to support their EU workers to apply for settled status – this could be through schools and health partners but also working through the Southwark Business Forum.	Agreed.
13	<p>Prepare a comprehensive communications plan looking at all avenues we have to engage with residents, including:</p> <ul style="list-style-type: none"> • Sharing information through direct mailings, council website, council publications, social media etc.; • Signposting to support and information available; • Clearly communicate the message that the council wants EU citizens living in Southwark to stay in the borough; • Identify organisations and partners who could communicate with residents about settled status process (e.g. NHS, GP surgeries, Job Centres) and encourage them to make information available. 	Agreed.
14	Review the information available on the council website for businesses (including new businesses starting up in the borough) to make it as easy as possible for businesses to understand their obligations and changes to regulations etc. This is important and helpful whether there are changes following Brexit or not.	Agreed.
15	Note the potential impact of Brexit on the local economy and job market, particularly in key sectors identified in the Brexit Panel evidence sessions – construction, hospitality, social care, and digital and creative. Consider how this could be linked-in to the current work being done on Labour Market Intelligence and vacancies by the Council.	Noted.
16	Look to fast track work streams in the Council's Skills Strategy to help support local residents to be upskilled and fill potential gaps in the hospitality, health and social care and construction workforces.	Agreed as part of skills strategy delivery plan.
17	The Council should publish a Tourism Strategy and Action Plan by autumn 2019 to ensure a sector that could remain strong during Brexit contributes to the local economy and job	In taking this forward and given the importance of a pan-

No.	Southwark Brexit Panel recommendation	Cabinet response
	creation. This does not need to be limited to the direct link with Brexit but rather be a wider piece of work that seeks to promote the strong cultural offer in Southwark and whilst balancing the potential pressures tourism can place on our residential communities.	London response on tourism, work with relevant organisations such as London First in response.
18	The evidence gathered by the Brexit Panel overwhelmingly made the case that remaining in the EU would be beneficial for Southwark. The panel calls on cabinet to continue to press for the best outcome for Southwark and to strongly make the case, on behalf of the 72% of residents who voted to Remain and based on the clear evidence gathered by the panel, that Southwark would be better off if the UK were to remain in the EU.	Cabinet note the findings of the panel.

APPENDIX 2

Southwark Council Brexit Risk Register

Live at: 11/04/2019

Risk register

The council have set up a dedicated website page to signpost to, and access information and advice on, Brexit. Go to: <https://www.southwark.gov.uk/brexit-guidance>

(Category) Risk	Mitigating activity / current response	Risk Assessment		Strategic Director	Risk owner	Further information
		Impact	Likelihood			
<p>UPDATED – 10.04.19</p> <p>(Legal & Regulatory / Operational)</p> <p>Enhanced likelihood of requirement for local areas to deliver European Parliamentary Elections on 23-26 May 2019 with resultant planning, resourcing and broader place consequences.</p>	<p>The abolition of European Parliamentary Elections is contingent on the UK leaving the EU as governed by legislation associated with the triggering of 'Article 50' arrangements. The EU have agreed to extend Article 50 arrangements to no later than 31 October 2019. Had the UK exited the EU on 29 March 2019, no European Parliamentary Elections would have taken place. The Government have now indicated that although their preference remains to agree a withdrawal deal with EU and so remove the need to participate in the European Parliamentary Elections, the uncertainty of the government's position on UK withdrawal means that the Council will need to prepare for a possible vote and subsequent count <u>on 23-26 May</u>. As a responsible organisation, the Council has scaled up planning and preparation.</p>	HIGH	HIGH	Strategic Director of Finance and Governance	Director of Law and Democracy	<p>Should the European Parliamentary Elections proceed a notice of poll will need to be issued by 12 April 2019.</p> <p>HM Cabinet Office have confirmed they will reimburse Returning Officers for reasonable spending on contingency preparations for the possibility of European Parliamentary Elections.</p>
<p>(Economic / Operational)</p> <p>Investors redirecting their funding</p>	<p>Southwark is not exposed to any greater risk than other comparable areas and managing and responding to provider failure is a duty within the Care Act which</p>	MEDIUM	MEDIUM	Strategic Director, Children's and Adult	Director of Commissioning	

(Category) Risk	Mitigating activity / current response	Risk Assessment		Strategic Director	Risk owner	Further information
		Impact	Likelihood			
from social care providers into other markets or investments or providers choosing not to operate in the UK / Southwark in future.	the Council will manage through business continuity planning and robust commissioning. The council continues to engage with providers to ensure they have their own continuity plans in place.			Services		
(Legal & Regulatory) Delays in enacting, and increasing complexity associated with, legislative landscape arising from continued uncertainty of when and how the UK will withdraw from the EU impacting on the Council's ability to undertake statutory obligations that link to any such legislation.	Work with LGA, lobby central government and continue to make representation through regional arrangements set up by MHCLG in planning and preparing for EU Exit, to safeguard and mitigate any impact as a result of central government not arriving at clear guidance nor Parliament a clear legislative position with regards statutory instruments and other such mechanisms that govern council activity.	MEDIUM	MEDIUM	Chief Officer Team	Relevant Director lead; Director of Law & Democracy (Corporate)	
(Economic. Local economy & community) Detrimental impacts of Brexit on communities across the borough.	We have agreed key priorities as set out in our Council Plan alongside a resource plan as part of our budget setting process to deliver for communities in our borough. We will continue to protect the interests of our residents and deliver quality local services whatever circumstances the borough faces at a macro-level.	HIGH	MEDIUM	Chief Officer Team	Relevant Director Lead; Head of Chief Exec's Office; Head of Communications	See Council Plan 2018-22
(Economic. Local economy & community) Detrimental impact on staff and students from the EU who reside in Southwark and / or attend local universities.	The Council's cross-party Brexit panel heard from local universities about the significance of EU funding and shared research capability with other EU countries. The implementation of a local skills strategy, alongside working with the GLA to lobby to protect the interests of London's international reputation in education and	MEDIUM	MEDIUM	Chief Executive; Strategic Director of Children's and Adult Services	Director of Education; Head of Chief Executive's Office	

(Category) Risk	Mitigating activity / current response	Risk Assessment		Strategic Director	Risk owner	Further information
		Impact	Likelihood			
	research is critical.					

(Category) Risk	Mitigating activity / current response	Risk Assessment		Strategic Director	Risk owner	Further information
<p>(Economic. Local economy & community)</p> <p>Increased demand for local community support / advice services due to an economic downturn from an unmanaged withdrawal from the EU by the government.</p>	<p>The Bank of England have estimated a worse case scenario of 8% reduction in national income arising from an unmanaged withdrawal from the EU, which may have similar to worse effect than the 2008-10 recession. The council working alongside relevant partner organisations in education, health & care will plan, prepare for and respond to any enhanced demand as best given local resources and make a strong case to government to appropriately invest in voluntary and community services such as community resilience, mental health support and wellbeing, in localities most affected.</p>	HIGH	MEDIUM	Strategic Director, Place & Wellbeing; Strategic Director, Children and Adults'	Director of Communities	
<p>(Economic. Local economy & community)</p> <p>Vulnerable people and groups may be more impacted by Brexit through difficulties applying for EU Settled Status.</p>	<p>It is crucial that the government provide appropriate and timely advice and guidance and ensure localities receive sufficient financial support in the immediate, short and longer term. The council has established a risk reserve alongside a one off fund to make grants to voluntary and</p>	HIGH	MEDIUM	Strategic Director, Housing and Modernisation; Strategic	Director of Customer Experience; Director of Leisure	See Cabinet report; Southwark Brexit Panel – recommendations to Cabinet

	community groups available to support the most vulnerable through Brexit. The council have also established a local support offer to residents who are required to apply for settled status.			Director, Environment & Leisure.		Information on who is eligible to apply for EU Settled Status during the pilot phase can be found on the Gov.uk website .
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(Category) Risk	Mitigating activity / current response	Risk Assessment		Strategic Director	Risk owner	Further information
<p>(Economic. Local economy & community)</p> <p>Residents are unaware of potential impacts associated with the UK exiting from the EU with resultant broader community impact arising. This includes more specifically the EU Settlement Scheme and how to apply where this is appropriate.</p>	<p>It is crucial that the government provide appropriate and timely advice and guidance and ensure localities receive appropriate financial support in the immediate, short and longer term. The council have put together a comprehensive communications plan looking at all avenues to engage with residents.</p>	MEDIUM	MEDIUM	Chief Executive	Head of Communications	<p>Information on who is eligible to apply for EU Settled Status during the pilot phase can be found on the Gov.uk website.</p>
<p>(Economic. Local economy & community)</p> <p>Raised anxiety and frustration from local business attached to uncertainty and difficulty in planning ahead with regards stock, supply chain issues, recruitment and investment plans.</p>	<p>The government must signal at the earliest opportunity the implications and requirements of local business in preparing for whatever deal / no deal scenario. This should include sufficient transition time to embed regulatory changes. The council continues to review the information made available to support local business in understanding their obligations (subject to clarity in advice and guidance from government). The council will continue to make the case that businesses are not penalised where there is limited time and lack of capacity to implement regulatory changes.</p>	HIGH	MEDIUM	Chief Executive; Strategic Director, Environment & Leisure	Head of Chief Executive's Office; Director of Environment	<p>Further information on preparing for the EU Exit produced by the government can also be found via this link</p>

(Category) Risk	Mitigating activity / current response	Risk Assessment		Strategic Director	Risk owner	Further information
<p>(Economic. Local economy & community)</p> <p>Difficulties in local business recruiting staff, potential increases in labour costs and medium term skills shortages in key sectors such as construction and health and social care.</p>	<p>The council, working with local partners, have agreed a skills strategy and action plan overseen by a skills delivery partnership. This includes developing a Construction Skills Centre and Passmore Centre for apprenticeships in key sectors. The council will continue to make the case to government that an appropriate resource strategy is in place to invest in future skills needs and one that recognises and maintains London's primacy in contributing to UK plc.</p>	MEDIUM	MEDIUM	Chief Executive; Strategic Director, Children's and Adults'	Head of Chief Executive's Office; Director of Education	
<p>(Economic / Operational)</p> <p>Brexit impact arising on the health sector including the NHS and public health services (e.g. supply and demand).</p>	<p>Southwark's health economy represents a significant sector, including the presence of world class institutions locally. Concerns associated with Brexit impact are around supplies, regulation, workforce and skills and the impact on access to care and support. The council will continue to make the case for Southwark residents to government on properly recognising the impact that may result from an unmanaged Brexit on stretched communities. The government must provide appropriate resource to mitigate these impacts and help localities capacity build to support communities through this significant change period. In the short term, the council continues to engage with the education, health & social care sector on contingency planning and there needs to be clear communication by central government about potential impacts locally.</p>	HIGH	LOW	Strategic Director, Place and Wellbeing (Director of Public Health); Strategic Director, Children's & Adults'	Director of Commissioning	

(Category) Risk	Mitigating activity / current response	Risk Assessment		Strategic Director	Risk owner	Further information
(Economic / Legal & Regulatory) Changes to consumer protection requirements across the EU affecting residents and local businesses.	The council will seek clear and comprehensive guidance from government on changes to laws in the UK and in EU member states where relevant so that there can be clear communication with businesses and assessment of any impact on local services.	MEDIUM	LOW	Strategic Director, Finance & Governance; Strategic Director, Environment & Leisure	Director of Law & Democracy ; Director of Environment	
(Financial) HM Treasury do not fully acknowledge nor appropriately mitigate the financial strain on the Council of service and other such demands arising from Brexit.	Although one off injections of cash is welcome, the council believes this falls short of how the government should be supporting localities through the impact of Brexit, both directly and indirectly. The council have established a risk reserve to mitigate any Brexit impact plus a one off fund to make grants available to voluntary and community groups. The section 151 officer will continue to lobby government to ensure they appropriately compensate for where the council have had to resource immediate, short and long term impacts arising from Brexit.	HIGH	MEDIUM	Strategic Director, Finance & Governance	Director of Finance; Head of Communications	
(Staffing & Culture) Loss of employees from non UK EU countries impacting the council operational capacity.	The council is engaging closely with the Home Office to ensure our staff are as well supported as possible in applying for settled status. This includes drop-in sessions with a particular focus on staff with lower digital literacy and where English is not their first language. Service lead officers will continue to undertake workforce and resilience planning in line with normal resource planning processes. The council will also be contacting contractors to ensure they have tested their own workforce impact assessments arising from Brexit.	MEDIUM	LOW	Strategic Director, Housing and Modernisation	Head of HR	

(Category) Risk	Mitigating activity / current response	Risk Assessment		Strategic Director	Risk owner	Further information
(Operational) Shortages of food post Brexit caused by backlogs and delays at ports/customs.	The council will operate its business continuity plans alongside tested plans in line with the pan-London Resilience Forum, which has plans in place in response to food and fuel shortages across the city. This includes activation of plans to support the most vulnerable; work with schools; and ensuring clear activation of plans with relevant providers of services such as meals on wheels. Clear communications planning will also be activated in line with this.	HIGH	MEDIUM	Strategic Director of Children's and Adult Services	Director of Adult Social Care; Director of Children and Families; Director of Education	
(Operational) Shortages of fuel post Brexit caused by backlogs and heightened demand attached to perception of shortages arising.	The council will operate its business continuity plans alongside tested plans in line with the pan-London Resilience Forum, which has plans in place in response to food and fuel shortages across the city. This includes activation of plans to support the most vulnerable; work with schools; and ensuring clear activation of plans that affect particular services such as social care and specialist transport services. Clear communications planning will also be activated in line with this.	HIGH	MEDIUM	Strategic Director of Children's and Adult Services; Strategic Director, Environment and Leisure	Director of Adult Social Care; Director of Children and Families; Director of Education; Director of Environment	
(Operational) Shortages of specialist equipment and/or medication for those individuals in receipt of support / need.	The council will operate its business continuity plans alongside tested plans in line with the pan-London Resilience Forum. This includes activation of plans to support the most vulnerable; work with providers of health and care; and ensuring clear activation of plans with relevant providers of services of such community equipment. The council also engages with health partners and other local authorities to mitigate impact.	HIGH	MEDIUM	Strategic Director of Children's and Adult Services	Director of Commissioning	

(Category) Risk	Mitigating activity / current response	Risk Assessment		Strategic Director	Risk owner	Further information
(Operational) Loss of teaching staff in local schools, and reduced demand for school places.	Alongside tracking demand and planning for future placements, the council works with local schools (and other education providers) to ensure that they have their own appropriate contingency and business continuity plans in place, including for short term and more immediate impacts.	HIGH	MEDIUM	Strategic Director of Children's and Adult Services	Director of Education	
(Operational) Changes in approach to waste collection and disposal requiring immediate changes in approach.	The council will maintain good understanding of potential future changes and where necessary put in place contingency plans for changes to services including clear communication with residents and businesses.	MEDIUM	LOW	Strategic Director of Environment and Leisure	Director of Environment	
(Operational) Potential increase in costs for goods due to new Trade Tariffs and payments of customs duties as goods will be subject to same tariffs/requirements as "third country".	The council will continue to work with the Local Government Association including lobbying for compensation for public services to cover any new costs / burdens arising from tariffs.	MEDIUM	MEDIUM	Chief Officer Team	Relevant lead directors	
(Legal & Regulatory) Potential changes to the regulatory / procurement regime that the council is responsible for enforcing requiring additional capacity within the council; also impact of changes in regulation that governs council services and responsibilities.	Work with LGA to lobby central government on funding for additional capacity resulting from changes to regulation.	LOW	LOW	Strategic Director of Environment and Leisure; Strategic Director, Finance & Governance	Director of Environment / Director of Law & Democracy	

(Category) Risk	Mitigating activity / current response	Risk Assessment		Strategic Director	Risk owner	Further information
		HIGH	LOW			
(Legal & Regulatory) Unable to effectively meet civil contingency responsibilities as a result of Brexit impacts.	The council, working with London Resilience Forum, has prepared and updated emergency plans (including fuel planning) to take account of potential impacts arising from Brexit. This includes testing plans through scenario planning. Uncertainty attached to what deal (or not) is in place post 29 March remains the significant challenge in assessing the confidence of such plans however learning will be taken from previous experience in responding to local major incidents.	HIGH	LOW	Chief Executive	Head of Chief Executive's Office; Emergency Planning & Resilience Manager (chair of Business Continuity Forum)	Cabinet report on emergency plan
(Legal & Regulatory) Children in the local authority care who are non UK EU nationals not appropriately supported as they apply for the right to remain through the EU Settled Status Scheme.	The government published the EU Settlement Scheme which will allow employees who are EU nationals and their families to apply for settled status to continue to live and work in the UK beyond 30 June 2021. Eligibility is dependent on whether the government have secured a withdrawal agreement or whether there is no deal. Under whatever deal negotiated (or not), the Council will provide support and assistance to families and children in care and young people leaving care who need to apply for settled status. There will be no charge for such support services / assistance to residents.	HIGH	LOW	Strategic Director of Children's and Adults' Services	Director of Children and Families	

(Category) Risk	Mitigating activity / current response	Risk Assessment		Strategic Director	Risk owner	Further information
(Legal & Regulatory) EU nationals who may lose the right to vote in local elections are not correctly informed.	Advice from and requirements of the council will be dependent on arrangements put in place by central government. The council will therefore ensure that any changes in voting eligibility are taken account of and appropriately communicated with affected residents.	MEDIUM	MEDIUM	Strategic Director, Finance & Governance	Director of Law & Democracy	

An explanation about risk categorisation

Above is a set of risks which the council have identified as being particularly pertinent with regards Brexit impact on our borough. The council identifies its risks using a framework that is agreed annually under our decision making processes. In every risk identification process there are six standard categories (although this doesn't mean that every category is displayed above and some risks may fall into more than one category). For clarity and transparency, the six categories the council use are:

- Economic – for example, a credit crunch that impacts on service delivery, the community and general economic situation
- Financial – for example, the council facing budgetary constraints caused by a range of factors such as loss of grant from government
- Reputational – for example, failures in service delivery that impact on how the council is perceived
- Staffing and Culture – for example, hiring and keeping staff
- Operational – for example, services not being delivered as planned or expected
- Legal and Regulatory – for example, the council not doing what it is legally required to do

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