

Southwark Brexit Panel

Tuesday 4 February 2020

6.30 pm

Ground Floor Meeting Room G01A - 160 Tooley Street, London SE1 2QH

Membership

Councillor Victoria Mills (Chair)
Councillor Stephanie Cryan
Councillor Jon Hartley
Councillor Maria Linforth-Hall
Councillor Margy Newens
Councillor David Noakes

INFORMATION FOR MEMBERS

Contact

Everton Roberts on 020 7525 7221 or email: everton.roberts@southwark.gov.uk
Webpage: www.southwark.gov.uk

Members of the panel are summoned to attend this meeting

Eleanor Kelly

Chief Executive

Date: 31 January 2020



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Tuesday 4 February 2020

6.30 pm

Ground Floor Meeting Room G01A - 160 Tooley Street, London SE1 2QH

Order of Business

| Item No. | Title | Page No. |
|----------|---|----------|
| 1. | APOLOGIES | |
| | To receive any apologies for absence. | |
| 2. | DISCLOSURE OF INTERESTS AND DISPENSATIONS | |
| | Members to declare any interest and dispensations in respect of any item of business to be considered at this meeting. | |
| 3. | MINUTES | 1 - 2 |
| | To agree as a correct record the minutes of the meeting held on 22 July 2019. | |
| 4. | IMPACT OF BREXIT ON SOUTHWARK - PROGRESS REPORT | 3 - 20 |
| | To note the progress update report and risk-register considered by Cabinet on 21 January 2020, discuss how best to continue to communicate and support residents through the Settled Status process and consider the council's role in ensuring that the diverse communities in Southwark continue to feel welcome. | |
| 5. | SOUTHWARK COUNCIL'S RESPONSE TO BREXIT - EXTERNAL AFFAIRS PLAN | 21 - 24 |
| | To note the external affairs plan on the council's response to Brexit. | |

Date: 31 January 2020



Southwark Brexit Panel

MINUTES of the OPEN section of the Southwark Brexit Panel held on Monday 22 July 2019 at 5.30 pm at Ground Floor Meeting Room G02A - 160 Tooley Street, London SE1 2QH

PRESENT: Councillor Victoria Mills (Chair)
 Councillor Jon Hartley
 Councillor Maria Linforth-Hall
 Councillor Margy Newens
 Councillor David Noakes

OTHERS PRESENT: Stephen Douglass, Director of Communities, Southwark Brexit Officer
 Stephen Gaskell, Head of Chief Executive's office
 Aine Gallagher, Principal Policy and Public Affairs Officer

OFFICER SUPPORT: Everton Roberts, Constitutional Team

1. APOLOGIES

Apologies for absence were received from Councillor Stephanie Cryan.

2. DISCLOSURE OF INTERESTS AND DISPENSATIONS

There were no disclosures of interests or dispensations.

3. MINUTES

The minutes of the meeting held on 8 January 2019 were agreed as a correct record.

4. BREXIT - UPDATE ON PANEL RECOMMENDATIONS AND LOCAL PREPAREDNESS

Councillor Victoria Mills updated the panel on discussions at the July cabinet meeting in respect of Brexit and on progress since the panels recommendations submitted to cabinet in January 2019.

The panel discussed issues around settled status, the registration system, issues around EU citizens being able to vote, current programme of work for Southwark Law Centre and Community Southwark in relation to advice work, misinformation and fake news.

The panel also discussed communications and information available on the council website around Brexit and government website pages.

The panel agreed to seek analysis from electoral services on election forms issued and returned.

The panel also agreed to meet again ahead of the proposed EU exit date of 31 October 2019.

The meeting ended at 6.28pm

CHAIR:

DATED:

| | | | |
|------------------------------------|--------------------------------|--|-----------------------------------|
| Item No. 18. | Classification: Open | Date: 21 January 2020 | Decision Taker: 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 FROM COUNCILLOR VICTORIA MILLS, CABINET MEMBER FOR FINANCE, PERFORMANCE AND BREXIT

For Southwark, it will be with great sadness that the UK will leave the EU on 31 January 2020. This will be a move against the wishes of the vast majority of our residents and continues to seem in stark contrast to the open-minded and opportunity-embracing spirit with which this borough, its residents, businesses and council have always approached the world.

However, it is the Council's firm belief that we should always approach the next challenge with pragmatism and find and fund the practical solutions our residents need. This report seeks to start our next chapter of planning for the UK's EU Exit and the key priorities for this Council and local government more generally. Rather than wasting time and money on expensive 'bongs' at midnight, we want to preserve the rights of EU nationals living and working in Southwark, ensure a trading relationship with the EU that does not negatively impact Southwark businesses, gain urgent clarity on the proposed Shared Prosperity Fund and ensure local government's voice is heard and properly reflected on any review of EU laws on procurement and work place rights. We also want to make sure that not only is government planning for the skills needed in the economy post-Brexit but that they are devolving real powers to councils to deliver quality provision in each and every local economy.

The Southwark Brexit Panel will meet on 4 February 2020 to not only consider this report and risk-register but also to discuss how best we continue to communicate and support residents through the Settled Status process. It will also consider the council's role in ensuring our many and diverse communities continue to feel welcome, wanted and at home in Southwark.

After 47 years of peace and prosperity, we have much to thank and celebrate the EU for. It is this council's determination that we will continue to embrace cooperation, consensus and solidarity across all communities, whether they are on our doorstep or much further away.

RECOMMENDATIONS

Recommendations for the Cabinet

That cabinet:

1. Note the passage of the EU Withdrawal Bill and that the UK will leave the EU on 31 January 2020 and commence the 11-month transition period.

2. Note progress on ongoing local work in preparing for EU exit and agrees the latest Brexit Risk Register for publication as set out in Appendix 1, and instructs officers to continue to keep the register under monthly review.
3. Agrees that the cross-party Brexit panel be reconvened for 4 February 2020, in the light of latest information available on EU exit.

Recommendation for the Leader of the Council

That the Leader of the Council:

4. Delegate future decisions on the £300,000 Brexit fund to the cabinet member for finance, performance and Brexit in consultation with the strategic director of finance and governance.

BACKGROUND INFORMATION

5. On 23 June 2016 the UK voted in the EU referendum on whether the UK should 'remain' in or 'leave' the EU. Nationally, 52% of those that took part in the referendum 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.
6. 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. On 11 April 2019, the UK and the EU27 then agreed to grant a flexible extension of the Article 50 period for six months to 31 October 2019. Following further votes in Parliament and discussion between the UK government and the EU27 a further 'flexible' extension to the Article 50 period was granted to 31 January 2020.
7. Regular reports have been presented to Cabinet since January 2019 setting out the steps that the Council is taking more generally to prepare for the impact of the UK leaving the EU on the borough and our residents. Also in July 2019, a meeting of the cross-party Brexit Panel took place to discuss and help inform local Brexit planning.
8. In December 2019, a general election resulted in a majority Conservative government. There quickly followed a Queen's Speech which reaffirmed the Government's position to withdrawing the UK from EU membership by 31 January 2019. On 19 December, Parliament passed the second reading of the EU Withdrawal Bill which sets out the arrangements for the UK's withdrawal from the EU. The bill passed the third reading in Parliament on 9 January 2020.
9. This report now provides a further brief update.

KEY ISSUES FOR CONSIDERATION

10. Following the dissolution of Parliament on 6 November 2019, the General Election of 12 December 2019 produced a Conservative majority in Parliament of 80 seats. The Conservatives fought the election seeking a mandate to 'Get Brexit Done', and with a

clear majority in the House of Commons, there can now be little doubt that the UK will now exit the European Union on 31 January 2020.

11. The Queen's Speech of 19 December confirmed the Government's commitment to a 31 January 2020 withdrawal from the EU. In addition, the Government set out its plans for an overhaul of immigration, with a proposed introduction of a points-based system and the end to the free movement of people within the EU. The Government also announced its intention to close down the Department for Exiting the European Union (DExEU) on 31 January.
12. On 20 December, Parliament passed the second reading of the EU Withdrawal Bill which sets out the arrangements for the UK's withdrawal from the EU. The Bill passed its third reading in the House of Commons on 9 January 2020. Key changes were made to the Bill from the October 2019 version, including:
 - the removal of clauses requiring Parliamentary approval for the future relationship to be agreed with the EU
 - a new clause has been inserted that prohibits any extension to the transition period
 - the removal of clauses promising additional protection for workers' rights
 - removal of clauses on legal protections for refugee children seeking to be reunited with family members in the UK, which will be dealt with under separate legislation.
13. A core part of the Withdrawal Agreement with the EU is that there shall be a "transition or implementation period". The purpose of the transition is to enable negotiations to take place to determine what the future relationship will look like, including agreement of a future trade deal. This period begins when the UK leaves the EU and ends on 31 December 2020. During the transition period, the UK will continue to follow most of EU law the same way as it does now. However, it will no longer have representation and voting rights in the EU institutions. By prohibiting any extension to the transition period in the Withdrawal Agreement Bill, a no deal Brexit might again become a reality if a future trade deal is not agreed before 31 December 2020.
14. However, the Government is confident that a new deal will be agreed. On 24 December 2019 all local authorities in England were notified by the Ministry for Housing, Communities and Local Government (MHCLG) that Operation Yellowhammer, the cross-government civil contingency planning for the possibility of a "no-deal" Brexit, had been halted with immediate effect.
15. Preparing for the future relationship with the EU. As we enter the transition period, and negotiations commence on the nature of the future relationship between the UK and the EU, it is right that local government continues to campaign tirelessly for a Brexit that does not negatively impact our local communities.
16. Key areas that will continue to be of critical importance for Southwark as we enter the transition period and negotiate a future relationship with the EU include:
 - Preserving the rights of EU nationals living and working in Southwark
 - Avoiding a 'no deal' Brexit and ensuring a trading relationship with the EU that does not negatively impact Southwark businesses
 - Greater clarity on funding arrangements for local government post-Brexit and specifically on the proposed Shared Prosperity Fund
 - Ensuring local government views are taken into account in the review of relevant EU laws, for example on procurement and work place rights

- Exploring opportunities to further the devolution agenda, for example to ensure the provision of the skills needed in our local economy post-Brexit.
17. Managing risk. Following cabinet agreement, a Brexit Risk Register was published and continues to be updated monthly. The latest version is attached at Appendix 1. 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 this review takes account of possible Brexit impact.
 18. As Brexit becomes a reality and we enter the transition period, it will be appropriate to consider how the Brexit Risk Register evolves to better take into account the opportunities and threats posed by the emerging future relationship with the EU. Opportunities in particular should be explored together with an assessment of the Council's ability to capitalise on them.
 19. Supporting communities and Brexit funding. The Policy and Resources Strategy 2019-20, approved by cabinet in February 2019, recommended that a £2m risk reserve be set aside to ensure council services are protected from the impact of Brexit and a further £300,000 commitment was added to the base budget to cover ongoing operational pressures in the form of a Brexit fund. Ongoing delays to the Brexit date has meant that calls on these funds have yet to be realised. However, now the UK's exit from the EU is imminent, it is timely to consider prioritisation of these funds as determined by potential demands on our services and in our local communities.
 20. Officers have already met with senior representatives from Community Southwark to discuss what further work may be required in supporting harder to reach groups and individuals who may be disproportionately affected as a result of Brexit impact. However, no immediate pressures have been identified and the full extent of any impact and subsequent call on these funds may not be fully known until after the exit date and well in to the transition period.
 21. As part of the remit of the cross-council Brexit Project Board, officers are now actively considering the use of these funds and how they might be prioritised. The outcomes of these discussion and onward recommendations on their use will be made to the Cabinet Member for Finance, Performance and Brexit.
 22. Communications and the EU settlement scheme. During 2018 the Council implemented a comprehensive Brexit communications plan to ensure our residents were aware of and prepared for any changes that affect them, particularly in relation to the EU settlement scheme. Our communications focused on ensuring our EU residents and staff know they are welcome here and that we want them to stay, and sharing information about the support available to them. We used all the Council's channels including social media, Southwark Life magazine, local advertising and our website to help increase awareness. Our EU settled status web page received 50,000 page views, and we saw excellent take up of the registrar's free EU settled status support service.
 23. Government data published last year showed an increase in awareness about the scheme, and action being taken. The number of Southwark residents who had applied for EU settled status almost doubled, with the number increasing from 12,680 to 23,620 between June and November. We estimate there are 41,000 EU citizens in Southwark and our proportion of those registered is similar to other London boroughs. Useful new segmentation in the data shows us that the vast majority of residents who

have applied in Southwark are aged between 18 and 64. Under-18s and over-65s are under-represented. Whilst we do not hold data on the exact number and ages of our EU citizens, this low representation suggests targeted communications to these age groups would be a sensible use of resources.

24. Our updated communications plan reflects the above, and includes a renewed focus on ensuring our residents feel welcome, and know what to do to stay. Over the next few months we will continue to promote these messages via our channels, go out to our communities with targeted support and advice, and work with the VCS, to ensure we reach our target groups and make it easy for people to apply for settled status.
25. EU Exit preparedness. Following passage of the Withdrawal Bill, and as a result of the decision to halt Operation Yellowhammer, the contingency arrangements operating under the auspices of the London Resilience Forum have also been stood down for the time being. MHCLG will continue to co-ordinate any communications and information during the implementation period. The group of nine regional leads, including the London representative John O'Brien of London Councils, will continue to meet regularly with officials during the implementation period.
26. It is expected that one increasing area of focus of discussion amongst the regional leads will be on potential economic impacts on local areas of EU Exit. The group has discussed proposals for impact monitoring and boroughs have been told to expect a refined economic impact monitoring proposition in due course.
27. Locally, council officers continue to meet as part of the Brexit Project Board to review the risk register and oversee local planning, feeding up to Chief Officer Team and the Chief Executive.
28. Resident EU nationals and the 2020 London Mayoral elections. Until such a time that there is a change in legislation, resident EU nationals remain eligible to vote in the 2020 London Mayoral elections. There is currently no indication that changes to the electoral franchise for local elections are to be introduced during the transition period. Unlike the 2019 European Parliament elections, there are no additional registration forms that resident EU nationals will need to complete in order to cast their ballots in local elections.

Next steps

29. In the light of the passage of the EU Withdrawal Bill and the likelihood of the UK's exit from the EU on 31 January 2019, it remains critical that Southwark continues to prepare for the impact of Brexit. As reflected in our cross-council approach to Brexit and onward representation to government, the Council has maintained that there are broader risks attached to Brexit that go beyond mitigating short term business continuity impacts.
30. Of paramount importance is the impact of Brexit on our communities, which will be the focus at a further meeting of the cross-party Brexit Panel to be convened in early February 2020. We will also continue to push hard in our efforts to promote the EU Settlement Scheme to EU nationals residing in Southwark and explore how we can make best use of the Brexit funding to mitigate the impact of Brexit on our residents, and in particular the most vulnerable.
31. The impact of Brexit on local government funding also remains an area of significant concern. The short-term certainty provided by the one year settlement is more than outweighed by the risk of the Council being unable to plan more effectively for the

medium term across the range of local services it provides. Officers will continue to keep the risk register under review especially with regards these economic and financial risks. We will also seek clarity on finding arrangements for local Government post Brexit and specifically on the proposed Shared Prosperity Fund as the successor to EU structural funds.

Policy implications

32. 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. Any decisions arising out of the impact of Brexit on local communities will need to be cognisant of the Council Plan and relevant supporting plans and strategies.

Community impact statement

33. The UK's exit from the EU is an issue of national importance and the impact of Brexit locally will be significant. As we get closer to the proposed date of UK withdrawal from the EU of 31 January 2020, 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.

Financial implications

34. The 2019-20 budget setting process included a £2m sum set aside 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.
35. 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.
36. There has been no expenditure incurred against these funds so far and all related costs in future will be funded from these resources.

SUPPLEMENTARY ADVICE FROM OTHER OFFICERS

Director of Law and Democracy

37. This report notes progress on ongoing local work in preparing for EU exit. 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.

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

Strategic Director of Finance and Governance (FC19/030)

39. This report is requesting cabinet to note that it is extremely likely that the UK will leave the EU on 31 January 2020 and commence the 11 month transition period and also note the ongoing local work in preparing for EU exit. Full details are contained within the main body of the report.

40. The financial implication section details the resources available to fund the various initiatives and cost pressures in addressing the impact of BREXIT on Southwark.

41. Staffing and any other costs connected with this report to be contained within existing departmental revenue budgets with this report to be contained within existing departmental revenue budgets.

REASONS FOR URGENCY

42. The report is urgent as Cabinet requested a further progress report on Brexit impact and preparedness ahead of a further cross-party Brexit panel which is planned to take place in the coming months (specific date subject to confirmation at time of writing).

REASONS FOR LATENESS

43. 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 Council Brexit Risk Register (version, January 2020) |

BACKGROUND DOCUMENTS

| Background Papers | Held At | Contact |
|-------------------|---------|---------|
| None | | |

AUDIT TRAIL

| | | |
|---|--|--------------------------|
| Cabinet member | Councillor Victoria Mills, Finance, Performance and Brexit | |
| Lead Officer | Eleanor Kelly, Chief Executive | |
| Report Author | Stephen Gaskell, Head of Chief Executive's Office | |
| Version | Final | |
| Dated | 17 January 2020 | |
| 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 | | 17 January 2020 |

Southwark Council Brexit Risk Register

Live at: 22 January 2020

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>1.1. (Economic / Operational)</p> <p>Investors redirecting their funding from social care and education providers into other markets or investments or providers choosing not to operate in the UK / Southwark in future.</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 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.</p> | HIGH | MEDIUM | Strategic Director, Children's and Adult Services | Director of Commissioning; Director of Education | |
| <p>1.2 (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 impact of the exit date extended again from 31 October 2019 of 31 January 2020 on winter pressures/planning will continue to be a key consideration in assessing and mitigating impact. 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</p> | HIGH | MEDIUM | Strategic Director, Place and Wellbeing (Director of Public Health); Strategic Director, Children's & Adults' | Director of Commissioning | |

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| | 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 for example with regards equipment and supplies and there needs to be clear communication by central government about potential impacts locally. | | | | | |
| 2.1 (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. This includes in key areas such as mental health provision and support, community safety and housing and homelessness prevention. 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 |
| 2.2 (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 research is critical. | MEDIUM | MEDIUM | Chief Executive; Strategic Director of Children's and Adult Services | Director of Education; Head of Chief Executive's Office; Head of HR | |
| 2.3 (Economic. Local economy & community) Increased demand for local community support / advice services due to an economic downturn from an unmanaged | 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 | HIGH | MEDIUM | Strategic Director, Place & Wellbeing; Strategic Director, Children and Adults' | Director of Communities | |

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| withdrawal from the EU by the government. | respond to any enhanced demand as best given local resources and make a strong case to government to appropriately invest in local advice services and voluntary and community services such as community resilience, mental health support, homelessness prevention, community safety and wellbeing, in localities most affected. | | | | | |
| 2.4 (Economic. Local economy & community) Vulnerable people and groups may be more impacted by Brexit through difficulties applying for EU Settled Status. | 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 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. The Library Service is supporting residents by providing free access to ICT and individual support in how to complete the required application where needed. | HIGH | MEDIUM | Strategic Director, Housing and Modernisation; Strategic Director, Environment & Leisure. | Director of Customer Experience; Director of Leisure; | See Cabinet report; Southwark Brexit Panel – recommendations to Cabinet Information on who is eligible to apply for EU Settled Status can be found on the Gov.uk website . |
| 2.5 (Economic. Local economy & community) 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. | 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. | MEDIUM | MEDIUM | Chief Executive | Head of Communications | Information on who is eligible to apply for EU Settled Status can be found on the Gov.uk website . |

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| <p>2.6 (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 or respond to issues in the supply chain, for example associated with limited warehouse capacity to store equipment and essential items for business delivery.</p> <p>Pass age of the Withdrawal Bill has helped to alleviate immediate concerns but the possibility of a no deal exit in Dec 2020 remains.</p> | HIGH | MEDIUM | Chief Executive; Strategic Director, Environment & Leisure | Head of Chief Executive's Office; Director of Environment | Further information on preparing for the EU Exit produced by the government can also be found via this link |
| <p>2.7 (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> <p>Ongoing discussions with local business on impact of Brexit through the Southwark Business Forum and other networks.</p> | MEDIUM | MEDIUM | Chief Executive; Strategic Director, Children's and Adults' | Head of Chief Executive's Office; Director of Education | |

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| <p>2.8 (Economic. Local economy & community)</p> <p>Impact on council contractors and contracted services</p> | <p>The council will continue to contact contractors to ensure they have activated as required their own workforce impact assessments arising from Brexit.</p> <p>Note from ACPOA (parking contractor) There is a standstill period for two years post our exit from the EU (previously to be the end of October 2019). This means there will be no impact on our colleagues working for us. They will then be entitled to apply for Settled Status - this will not be unreasonably refused. We do not have any reason to believe this will impact upon our ability to recruit new colleagues.</p> | MEDIUM | MEDIUM | Chief Officer Team | Relevant Director Lead; | |
| <p>3.1 (Economic / Legal & Regulatory)</p> <p>Changes to consumer protection requirements across the EU affecting residents and local businesses.</p> | <p>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.</p> <p>Increase in workload and need for training of staff & teams dealing with changed consumer protection legislation & the export certification of food products.</p> | MEDIUM | LOW | Strategic Director, Finance & Governance; Strategic Director, Environment & Leisure | Director of Law & Democracy ; Director of Environment | |
| <p>4.1 (Financial)</p> <p>HM Treasury do not fully acknowledge nor appropriately mitigate the financial strain on the Council of service and other such demands arising from Brexit.</p> | <p>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. Further, in October 2019 the government wrote to the cross-party Treasury select committee refusing to undertake a new economic analysis of Brexit impact.</p> <p>For it's part, the council has established a</p> | HIGH | MEDIUM | Strategic Director, Finance & Governance | Director of Finance; Head of Communications | HM Cabinet Office have confirmed they will reimburse Returning Officers for reasonable spending on contingency preparations on the European Parliamentary Elections held in |

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| | 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. | | | | | May 2019. |
| 5.1 (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. We are working with our trade union colleagues to ensure staff are aware of the process for applying and the support available from the council to do so. We continue to monitor recruitment and retention activity closely, particularly in harder to recruit areas. | MEDIUM | LOW | Strategic Director, Housing and Modernisation | Head of HR | |
| 6.1 (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 | |
| 6.2 (Operational) Shortages of fuel post Brexit caused by backlogs and | 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. | HIGH | MEDIUM | Strategic Director of Children's and Adult Services; | Director of Adult Social Care; Director of Children | |

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| heightened demand attached to perception of shortages arising. | 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. | | | Strategic Director, Environment and Leisure | and Families; Director of Education; Director of Environment | |
| 6.3 (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 | |
| 6.4 (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 | |
| 6.5 (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 | |
| 6.6 (Operational) Potential increase in costs for goods due to new Trade Tariffs and payments of customs duties as goods will be subject to same | 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. | HIGH | MEDIUM | Chief Officer Team | Relevant lead directors | |

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| tariffs/requirements as “third country”. | | | | | | |
| 7.1 (Legal & Regulatory) Continued uncertainty of when and how the UK will withdraw the EU and associated delays in enacting legislative change, as well increasing complexity of the statutory landscape, may have an adverse impact on the Council’s ability to fulfil its statutory and regulatory functions’ | 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) | |
| 7.2 (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 | |
| 7.3 (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 transition 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 |

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| <p>7.4 (Legal & Regulatory)</p> <p>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.</p> | <p>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 as we enter the transition period. There will be no charge for such support services / assistance to residents.</p> | HIGH | LOW | Strategic Director of Children's and Adults' Services | Director of Children and Families | |
| <p>7.5 (Legal & Regulatory)</p> <p>Non UK EU nationals who may lose the right to vote in local and national elections are not correctly informed.</p> | <p>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.</p> | 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

Southwark Council's response to Brexit

External Affairs plan

January 2020

Southwark's Brexit message

Context

The UK is due to leave the European Union by 31st January 2020 although the exact circumstances and timescales remain unclear. Southwark, along with councils across the country, is continuing to plan as best it can to ensure whatever the circumstances of the country's exit, we do what we can to mitigate any negative impacts on our staff, residents, businesses and the council in general.

This plan sets out how we will keep our staff, residents and businesses (our key audiences) informed about what they need to do to prepare, how we will reassure them that the council has plans in place, and how we will continue to influence key decision-makers to try to limit any negative impacts of their decisions on our borough.

Audiences

Staff

- Southwark depends on its staff of all nationalities to carry out essential work to support our residents and our borough. We estimate that approximately 10% of our workforce is made up of EU citizens and we want them to know that they are welcome here, and the council will support them to stay.
- Since the EU settlement scheme went live the council has run workshops, and shared information through our internal communications channels, to help our staff. We are planning another roadshow and set of communications for staff in towards the end of the year.

Residents

- During 2018/19 the council implemented a comprehensive Brexit communications plan to ensure our residents were aware of and prepared for any changes that affect them, particularly in relation to the EU settlement scheme.

- Our communications focused on ensuring our EU residents and staff know they are welcome here and that we want them to stay, and sharing information about the support available to them. We used all the council's channels including social media, Southwark Life magazine, local advertising and our website to help increase awareness. Our EU settled status web page received 50,000 page views, and we saw excellent take up of the registrar's free EU settled status support service.
- We know that people are aware of the registrars' offer, with large numbers of people using the service, and numbers increasing over the last month or so. From January-October 2019, 2,481 people used the service, with 36% from Southwark, although the proportion is increasing with 56% of applicants in September 2019 being Southwark residents.
- Government data published last year showed an increase in awareness about the scheme, and action being taken. The number of Southwark residents who had applied for EU settled status almost doubled, with the number increasing from 12,680 to 23,620 between June and November. We estimate there are 41,000 EU citizens in Southwark and our proportion of those registered, is similar to other London boroughs.
- Useful new segmentation in the data shows us that the vast majority of residents who have applied in Southwark are aged between 18 and 64. Under-18s and over-65s are under-represented. We will include a focus on targeting these age groups in our communications.
- Over the next few months we will continue to promote these messages via our channels to encourage EU citizens living in Southwark to register for Settled Status. We will also go out to

our communities with targeted support and advice, and work with the voluntary and community sector, to ensure we reach our target groups and make it easy for people to apply for settled status.

Businesses

- The council's key message for businesses is that they are a valued part of our community and we want them to stay and prosper in Southwark. Many of the council's communications for residents will also be relevant for businesses, particularly in relation to EU Settlement Scheme for staff.
- We will ensure that the information we provide to businesses is relevant and up to date including on our website, which also signposts businesses to useful information and support. We will also continue to engage with businesses through the Southwark Business Forum and other established relationships and networks.

Government

- Central government is responsible for managing the UK's exit from the EU and for negotiating a Brexit 'deal' which will outline the terms of any future EU relationship.
- The council will continue to make the case to government to protect the rights of EU citizens living in our borough and to ensure that the UK's future relationship with the EU that does not negatively impact Southwark businesses. The council will also seek to gain urgent clarity on the proposed Shared Prosperity Fund and ensure local government's voice is heard and properly reflected on any review of EU laws on procurement and work place rights.

- The council has previously called on central government to properly resource councils to deal with the financial strain on local services and some funding has been provided which we will utilise as needed. We will continue to work with colleagues across London through London Councils to monitor risk and impact, and make joint representations to government about the issues that affect our residents or the council's ability to deliver services, and what we want to see in any deal.

Next steps

- We will continue to update and publicise information for EU citizens on Settled Status registration and how to get support from the council through our communication channels, including the council website, social media, print and digital publications and external partners and networks.
- Details of the EU Settlement Scheme and how to apply will be included in the Council Tax mailing which will be delivered to over 140,000 Southwark households.
- We will work with and support the VCS to communicate with hard to reach groups to ensure they are aware of the scheme and can seek support to apply.
- A series of roadshows are planned for later this year to encourage residents to sign up to the EU Settlement Scheme. The council's registry service will continue to offer free support to any Southwark residents who need help applying for Settled Status.

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SOUTHWARK BREXIT PANEL DISTRIBUTION LIST

MUNICIPAL YEAR 2019/20

NOTE: Original held by Constitutional Team; all amendments/queries to
Everton Roberts Tel: 020 7525 7221

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