

A G E N D A

Enfield Brexit Panel

Date: **5th December 2018**
Timing: **1600-1700hrs**
Venue: **Room 5.7, 5th Floor, Civic Centre**

Invitees:

Cllr Daniel Anderson (Chair), Fay Hammond, Tony Theodoulou, Sarah Cary (apologies), Bindi Nagra, Stuart Lines, Doug Wilkinson, Jeremy Chambers, Nicky Fielder, Jayne Middleton-Albooye, Julie Mimmagh, Helen Papadopoulous, David Greely, Gemma Young, Shaun Rogan

- 1 Welcome and introductions**

- 2 Purpose of the Enfield Brexit Panel**
 - a. Agreement of Terms of Reference including membership**

- 3 Agreeing scope of work streams**
 - a. Content**
 - b. Lead responsible officer**

- 4 Emergency Planning and Regional Community Resilience Initiative**

- 5 Developing a Risk Register**

- 6 Any other business**

Close

Date of next meeting: w/c 4 February 2019 (tbc)

Enfield Brexit Panel Meeting

Tuesday 5th December 2018

Room 5.7

Attendees:

Cllr Daniel Anderson (Chair), Fay Hammond, Tony Theodoulou, Bindi Nagra, Jeremy Chambers, Jayne Middleton-Albooye, Julie Mimmagh, Helen Papadopoulos, David Greely, Gemma Young and Shaun Rogan

Apologies:

Sarah Cary, Doug Wilkinson, Stuart Lines and Nicky Fiedler

Summary of actions

1 Purpose and agreement of Terms of Reference - membership

The group agreed that the primary purpose of the panel should be a) to help ensure business continuity and robust risk management for the organisation and b) to ensure coordinated messaging and signposting of relevant information to Enfield residents. Some drafting points were made, and the terms of reference will be revised accordingly.

The Chair agreed with those at the meeting that we could scale back on the core membership of the Panel group to relieve diary pressure and free up officers. As a result, the following amendments to the Panel membership was agreed.

- Jayne Middleton - Albooye will provide core Legal representation with Jeremy Chambers deputising when required.
- The Executive Director of Place will be asked to nominate a single nominee from the Department to sit on the core group (present unconfirmed nominations are either Sarah Cary or Doug Wilkinson)
- Tony Theodoulou will represent the People Directorate with Bindi Nagra acting as deputy when Tony is unable to attend.
- Stuart Lines will be asked to attend on an issue-led basis (Public Health)
- Andrea Clemons will be asked to attend on an issue-led basis (Community Safety)

The refreshed membership would be included in a revised term of reference.

Action: Shaun Rogan to revise terms of reference as advised and circulate.

Action: Shaun Rogan to contact the Executive Director of Place to seek the core panel member nomination.

2 Identification and agreeing scope of work streams

It was agreed that the potential impact of Brexit was far reaching and would need a full organisational response to mitigate any emerging issues that could affect service delivery. Six workstream were identified and agreed with lead officers appointed to oversee their implementation. These were:

- **Financial** to be led by Fay Hammond
- **Workforce** to be led by Julie Mimmagh
- **Legal** to be led by Jayne Middleton – Albooye
- **Communications** to be led by David Greely
- **Community resilience and cohesion** to be jointly led by Helen Papadopoulos (Community resilience and business continuity) and Shaun Rogan (Community Engagement)
- **Service Delivery** would be a series of workstreams led by a combination of single officers nominated by each Executive Director except for the Chief Executive's where the Director of Law and Governance would nominate.

Action: Shaun Rogan to notify Executive Directors of the Service Delivery workstreams and request officer nominations.

Action: Workstream leads to scope out their workstreams and provide an update on progress made to the next meeting of the Enfield Brexit Panel.

3 Emergency Planning and Regional Community Resilience Initiative

Helen Papadopoulos gave a short update on London-wide preparations and business continuity planning for the capital. It was agreed that as part of her workstream Helen would be the primary contact into regional working and would advise the panel on any issues arising.

4 Developing a Risk Register

It was recognised that a comprehensive risk register with appropriate controls would need to be developed to assist with the work of the Panel. Lead officer Gemma Young would be tasked with creating a risk register template that could both inform how workstreams could be configured as well provide the basis for a risk register to support the local authority.

Action: Gemma Young to circulate draft risk register template to panel members to complete ahead of the next Panel meeting.

5 Any other business

It was agreed that given the huge uncertainty surrounding the Brexit process that scheduling the next meeting for the first week in February 2019 was too distant. It was agreed that a further meeting should be held before Xmas.

Action and outcome: Date of next meeting is confirmed as the 18th December 2018 at 2.30pm

DRAFT

ENFIELD BREXIT PANEL

Membership and Terms of Reference

The panel shall be known as the 'Enfield Brexit Panel'. It is a time limited, task focused group, established to assist the local authority in managing its response to the UK exiting EU. The Group is not a formal committee and is not a decision-making body. The Group will report back to the Cabinet and make recommendations for decisions where appropriate to do so.

Membership

- 1 The Group shall consist of senior officers from across the local authority and the core officer membership is set out below.
- 2 *The Leader/Cabinet Member for xxxx will Chair the panel*
- 3 The Group may as it sees fit invite other members, representatives from other partner organisations, other public and private and third sector bodies to take part in the work of the group where appropriate to do so.

Core Membership (to be agreed):

Cllr xxxx	(Chair)
Ian Davis	(Chief Executive)
Tony Theodoulou	(Executive Director of People)
Sarah Cary	(Executive Director of Place)
Fay Hammond	(Director of Resources)
Bindi Nagra	(Director of Adult Social Care)
Stuart Lines	(Director of Public Health)
Doug Wilkinson	(Director for Environment and Operations)
Jeremy Chambers	(Director of Law and Governance)
Jayne Middleton- Albooye	(Head of Legal Services)
Paul Vernham	(Procurement Services)
David Greely	(Head of Communications)
Shaun Rogan	(Head of Strategy, Partnerships, Engagement & Consultation)

Terms of Reference

- To lead and coordinate workstreams and research on the likely impact on council services and residents as a result of the UK leaving the EU
- To manage risk associated with identified areas of interest and ensure the local authority plans effectively to secure future service provision
- To make recommendations to Cabinet about actions the Council should consider taking to ensure any impacts arising from the UK leaving the EU are mitigated

The panel will agree a work programme in its first meeting.

Meetings of the Brexit Panel

1. The frequency of meetings of the Brexit Panel will be determined by the Chair.
2. The ordinary place of meetings will be at the Civic Centre, Silver Street, Enfield EN1 3XA.
3. In the absence of the Chair the Group will elect a person to Chair the meeting.
4. Meetings of the Panel will (not) be held in public
5. Relevant officers will assist with the successful convening of the Brexit Panel

Policy briefing: Potential impact of Brexit on local government

Document author: Harriet Potemkin, Strategy and Policy Hub Manager
Date: 18th October 2018

This briefing gives an overview of the potential impact of Brexit on local government. While there is already much speculation and little agreement about the national impact of a 'no deal' scenario, this paper highlights some key issues for consideration and risk management in relation to this outcome.

Legal

The Withdrawal Act 2018 ensures that there is legal certainty and no cliff edge for councils as those EU laws that underpin key services (such as waste management and trading standards) on exit day would continue to apply through UK law, even under 'no deal'.

The LGA supports the implementation period to the end of 2020 to help create continuity and an effective period of change. During this period most EU laws will continue to apply in the UK. This would not apply under a 'no deal' scenario – in which case all EU legislative, enforcement and judicial powers would immediately return to the UK, with no implementation period.

Under a 'no deal' scenario, the relevant Statutory Instruments (SI) would need to be in place by 29 March 2019 to ensure legal certainty for councils, including the SIs to allow UK authorities to take over the regulatory roles of EU agencies. The Competition and Markets Authority (CMA) might manage UK state aid, for example.

Funding from the EU

Under a 'no deal' scenario, the UK would lose access to **European Structural and Investment Funding (ESIF)**, worth £5.6 billion to local communities in England (2014-20). However, through a Parliamentary Statement in July 2018, the Treasury announced that in the event of 'no deal' the Government would 'underwrite' ESIF funding until the end of 2020.

The Government has committed to a UK replacement for EU funds. Councils need to know quickly how they will be able to bid and receive guarantees that the UK Shared Prosperity Fund (SPF) will at least match the funding from the current ESIF funds and be in place from 1 January 2021.

It is already proposed that, from the beginning of the transition period next year, the UK would no longer be eligible for **European Investment Bank (EIB)** monies reserved for EU members. The LGA has called for a successor to the loan, guarantee, and equity funding.

The **European Social Fund (ESF)**, which is the EU's main investment in employment, skills and training in member states, will be returned if it is not spent within the next two years. The LGA has raised concerns about the Government's slow pace of allocating the fund, of which more than half remains unspent.

What are the impacts of this uncertainty on budget planning?

What mitigating action are we taking?

Procurement, goods and services

There is no certainty that councils would continue to have access to EU procurement systems under a 'no deal' scenario. UK alternatives would need to be in place, without which procurement processes could be set back and costs incurred by councils.

What procurement is planning that will be live on or after 29th March 2019?

What mitigating action are we taking in relation to future procurement to prepare for a potential 'no deal' scenario?

Under a 'no deal' scenario, we need to consider whether imported goods used by the council could be subject to new tariffs and thus services would be subject to new costs. Goods imported from the EU into the UK could be subject to the same tariffs as those goods imported from elsewhere, including:

- 8.5 per cent (average) on agricultural products, such as food e.g. 35 per cent on dairy products and 6 per cent on coffee and tea¹³
- 10 per cent on cars and car parts, 4.3 per cent on transport equipment
- IT equipment: no tariffs for imports from a wide range of countries
- furniture (wooden and metal office furniture): no tariffs
- around 5 per cent on housing maintenance materials (e.g. chemicals: 4.5 per cent, paints 6 per cent)
- 11.5 per cent on clothing/uniforms, 9 per cent on textiles
- 0.9 per cent on wood/paper

Councils would have to pay these new tariffs when importing goods directly from a supplier in the EU. However, more commonly it will be the UK supplier (not the council itself) who would have to pay new tariffs, if it were importing goods from the rest of the EU. Whether these costs can then be passed on to the local authority customer (or indeed devolved or central government bodies) depends on the nature of the contract the UK supplier has with the council(s).

In a 'no deal' scenario, there will also be a range of non-tariff barriers, which would constitute the bulk of the costs for the national economy, including: border checks, custom controls and compliance with different product standards and regulations.

The LGA is calling on Government to ensure that public service deliverers will be compensated in full from any new income to the Treasury from new tariffs, to cover the costs arising as a result of such tariffs.

Do any of our existing supply chains include goods and services sourced from the EU and could incur additional costs?

For each contract where goods or services are sourced from the EU, is the contract fixed price, or does it allow for some variability in price? ie will the supplier pass on the cost to us either mid-contract; or seek to do so when the contract is renewed?

In each case, what is the cost to the council in the short and longer term?

Workforce/ HR

A significant number of non-UK EU workers provide vital public services. This includes 7 per cent of social care staff in England. Non-UK EU construction and agricultural workers are also vital for many local economies and projects.

The current draft Withdrawal Treaty sets out a reciprocal agreement between the EU and the UK. It provides for 'settled-status' for those (non-UK) EU citizens living in the UK and gives such rights to UK citizens living elsewhere in the EU. This provides short-medium term assurance about residency and employment rights and for the delivery of vital public services.

However, in the event of 'no deal', there will be no Withdrawal Treaty. As such the provision for a reciprocal agreement on 'settled status' contained in the draft Treaty will fall. The LGA is assuming that, as the Withdrawal Act 2018 confirms that all EU rules are transferred into UK law, Government is able to guarantee the residency and employment rights of non-UK, EU citizens in the UK and these rights would continue without pause in the immediate aftermath of Brexit. Beyond Brexit day, for both individuals and employers, there will nevertheless be uncertainty about residency and employment rights.

Whilst we are assuming legal continuity immediately after exit (even under no deal), we also anticipate real concerns in communities about rights in the longer term. Any disruption to skills supply would have an impact on public services which, especially in some local areas, rely on a high percentage of non-UK EU workers in sectors where there are already skills shortages.

The LGA has advised that councils will need to use national statements to assure their communities and ensure that EU employees running vital private and public services have certainty in the medium to long term.

What percentage of the Council workforce is non-UK EU?

What percentage of our suppliers' workforce is non-UK EU, particularly in the social care sector and construction?

What percentage of the local workforce across Enfield is non-UK EU?

Advice to residents regarding UK nationals in the EU

EU law gives UK citizens rights to residency and employment in other EU countries. Under a 'no deal' scenario (in the absence of a reciprocal agreement on settled status), where a UK citizens' employment or residency rights in another EU state are derived from that UK citizen being from an EU member-nation, such rights may fall on exit day. This will vary across the 27 remaining nations. Some people may want to return to the UK, and those who do may require significant support from council services.

The LGA is also arguing that Government's technical papers must establish clarity for councils as providers of care and support especially around housing benefit, homelessness support and our support for vulnerable adults and children.

Which of our front-line services could be contacted by residents seeking advice and information regarding their return from the EU to the UK, or the return of family members? Are they equipped to give appropriate advice and support?

Regulatory Services

Local environmental health teams may support local businesses to trade internationally, through the process of issuing export health certificates for certain food products being exported to third countries. A 'no deal' scenario could significantly increase the number of certificates required by traders who do not currently require them to export to the EU, with resource implications for local authorities and others involved in providing them.

Do our local environment health teams currently support businesses to trade internationally? Is scenario-planning needed to prepare for potential increase in workload?

Local elections

Voting and standing rights in local elections are set out in European law and underpinned in UK law through the Representation of the People's Act. Under the current draft Withdrawal Treaty, the EU Treaty provisions in this area will not apply in the UK, though UK law remains. The same scenario would apply under a 'no deal'. Whilst the LGA is assuming that the tenure of EU nationals already elected will remain, councils need to understand the rules for those voting and seeking election in future.

Devolution

The LGA has set out that Brexit is the opportunity to both amend and strengthen former EU laws to support more decisions being taken at the local level. This includes more flexible procurement rules, easier state aid rules for projects of local benefit, and a strengthening of food hygiene laws.

The LGA is also arguing that, under a no deal scenario, there must be the consideration of a new central-local agreement across the UK which results in the devolution of powers to local communities through local government, as well as giving local government a more formal role in law-making. Without this, there could be a risk of further centralisation of power in Whitehall.

Further analysis from the LGA is available at:

<https://www.local.gov.uk/sites/default/files/documents/LGA%20briefing%20-%20No%20Deal%20and%20Local%20Government%20-%20August%202018.pdf>

Enfield and Brexit (draft landing page text)

Enfield benefits greatly from our diverse and dynamic local communities whose origins can be traced from all over the world. We estimate that around 26,000 (one in twelve) Enfield residents are from other European Union (EU) countries.

We are proud that so many people from EU countries have chosen to live in Enfield, contributing to the local community. We hope that Brexit will not affect our residents and those who want to stay will do so.

We are committed to ensuring that Enfield, its residents and businesses get the best outcome from Brexit and are making plans to ensure we continue to provide excellent services to everyone in Enfield.

As more information on Brexit emerges, you can visit this page for updated guidance and support.

You can also keep up to date by signing up to Enfield Council's regular e-newsletter.

Guidance and support

- guidance for EU citizens at GOV.UK
 - Guidance for European Londoners from the Mayor's Office for European Londoners
 - Employer toolkit at GOV.UK
 - FSB small business guide
 - Confederation of British Industry (CBI)
 - National Council for Voluntary Organisations Citizens Advice Bureau
- Exiting the European Union at GOV.UK
 - Local Government Organisation advice for councils

Settlement for EU Citizens – indicative communications plan:

Introduction:

This is an indicative, draft communications plan outlining how Enfield Council will manage communications informing EU citizens living in Enfield of their rights to remain in the UK and how they can apply for settled or pre-settled status.

It is proposed that this communications plan should be delivered from existing resources as it will support wider governmental measures to distribute key messages to the widest possible audience.

Background:

In December 2017 the United Kingdom government reached an agreement with the European Union (EU) on citizen's rights. This will cover everyone arriving in the UK from the EU until the end of 2020.

The agreement protects the rights of EU citizens after the UK leaves the EU and enables them to continue to live their lives as they currently do. It also covers their close family members.

EU citizens, and their close family members, need to apply to secure their rights through a digital system which opens in March 2019. The final deadline for applying is 30 June 2021

Applicants need to be an EU citizen or a close family member, have arrived in the UK before 31 December 2021 and not have a serious criminal record or pose a public security risk.

Applications cost £65 for adults, £32.50 for children under 16 and are free for looked after children who will have their applications made on their behalf by the relevant local authority.

The government will launch a major publicity campaign in the coming months to ensure EU citizens who wish to apply for settled or pre-settled status are aware of their rights and know how to apply.

Around eight per cent of the borough's population is estimated to be made up of EU citizens, most are expected to be in hard to reach communications groups meaning traditional communications strategies are unlikely to be effective.

However, the government's campaign will do most of the heavy lifting and Enfield Council proposes to support the wider work by using cost effective targeted marketing to key audiences, and a range of borough wide communications to ensure key messages are distributed as widely as possible.

Key Message: (subject to governmental key messages)

1. EU citizens and their families need to apply for settled or pre-settled status by 30 June 2021 if they wish to remain in the UK after Brexit.
2. People will be able to complete the application process on line, at libraries across Enfield by visiting www.xxxxxxxx.gov.uk (web address to be completed)
3. Applicants will need to use their EU passport, national identity card or National Insurance number when they apply, applications will cost £65 for adults and £32.50 for children.

Action Plan:

Date	Activity	Responsible	Cost
January 2019	Engage EU citizens at community groups	Engagement	Officer time – existing budgets
January 2019	Engage with suppliers to ensure messages	Procurement	Officer Time – existing budgets

	are distributed across their communications networks		
February 2019 (application open date minus one month)	Internal communications to EU citizens working for Enfield Council through existing channels	Communications	Officer time – existing budgets
February 2019	Governmental marketing materials distributed across libraries, post offices, NHS centres and other public service buildings	Relevant departments	Officer time – also a small cost associated with amending materials to make it more relevant to Enfield if desired (this is not standard practice for campaigns such as this)
February 2019	Emails to parents from schools	Communications/ Children’s services	Officer time – effectively nil
From February 2019* (will dovetail with government activity so may start earlier or later)	Social media campaign starts and runs until 2021. <ul style="list-style-type: none"> • Facebook • Twitter 	Communications	Officer time – existing budgets
From February 2019	The ‘News’ E-newsletter plus targeted inclusion in other newsletters as required.	Communications	Officer time - nil
March 2019	Our Enfield Ads and article	Communications	Covered within existing budgets

Managing Brexit – The Council's role, risks and responsibilities (discussion/decision)

EMT AWAYDAY 30/10/18
Fay Hammond/Shawn Rogan



Brexit: What has Government announced so far?

- December 2017 Government agreed with EU to protect rights of EU nationals and their close family until the end of 2020
- Those wishing to stay need to apply to secure their rights through a digital system that opens in March 2019
- Publicity Government targeted social media drive
- Written to DCS's on vulnerable children who may be affected
- Has issued advice to employers
- Developing a Community Leadership Toolkit for LA's due November 2018
- Holding 'regional workshops' (dates tbc)

Brexit: What has Government announced so far?

BUT

- Those wishing to stay will need to pay to secure their own rights through a digital system from March 2019
- No guidance as yet on vulnerable adults
- No extra money to help with applications
- Wrote to LA's 19 October 2018 asking for general feedback on council preparations

Brexit – who will be impacted and what do they need to do?

- 8% of our resident population estimated to be EU citizens – some hard to reach (c.25,000)
- Until end of 2020 EU citizens rights will be protected (individuals/close family members)
- EU citizens need to apply to secure their rights between March 2019 and June 2021 costing:
 - £65 for adults
 - £32.50 for children under 16
 - Free provision for Looked After Children (latter applications made by LA)
- Unspecified (presently) number of council employees will be affected

Impact of Brexit: Managing Communities

- Understanding of community concerns
- Understanding of local economy and earnings
- Managing increase in council enquiries
- Preparing for potential for negative impacts on communities
- Facilitating access to relevant support and information
- Providing community reassurance and activities to promote community cohesion

Community – role of the council (discussion point)

- We need to decide our ‘community offer’ which may include a combination of:
 - Signposting residents to information
 - Providing ICT access in libraries or other hubs with residents accessing Home Office on line help
 - Or, charge residents or free provision to help residents with applications
 - Ensuring we submit applications on behalf of LAC

Impact of Brexit - Council

- We need to establish leadership, governance (i.e. a 'Brexit Panel') and effectively manage risk.
 - **Financial** (procurement, negative impact on pensions fund, loss of EU funding)
 - **Workforce and service delivery** (Need to fully understand potential impacts on those who work for us and those we look after)
 - **Legal** (whilst no cliff edge potential for significant drawdown of resources for the local authority as future legislative change affects how we do business)
 - **Communications** (managing internal/external communications to provide community assurance)

Managing Financial risk: Procurement

- **Risk** – cost increase from EU suppliers and supply chains, procurement legislation changes, cost increase from exchange rates
- **Action** – need to review current spending habits – assess level of existing contracting/ purchases from EU, including supply chain
- **Risk mitigation** – actions to be considered once review carried out and risk assessed

Managing financial risk - Treasury and Pension Fund

- **Risk**

- **Treasury** – main risk if interest rates increase unexpectedly impacting on borrowing rates, revenue interest budgets and prior business cases
- **Pensions** - Council investments are impacted by Brexit and de-value resulting in an increase in pension contributions effective from April 2020;

- **Action**

- **Treasury** – continue to be advised by our external experts (Arlingclose), consider in Treasury Strategy (council Feb 19); interest / MRP risk reserve in place
- **Pensions** – continue to be advised by external experts (Aon), information on EU investments, information on hedging, agenda item on risk required for the Pensions Investment and Policy Committee

Managing financial risk: EU funding

- **Risk** - EU funding withdrawn, although government is underwriting if withdrawn
- **Action** – need to check if we receive any funding from EU so alert to the risk
- **Risk mitigation** - two options - council underwrites risk from reserves OR decide to cease the activity

Managing Risk: Workforce

- Need to ascertain who in our workforce is affected (volume/areas of work)
- What is the potential impact on service delivery
- Establish workforce impacts on partner delivery agents
- Agree position on workforce support offer – do we pay for their applications to secure rights to remain? (and if yes what are costs?)
- Impacts on future recruitment

Managing risk: Social Care – Children and Adults

- **Role**

- Applications for Looked After Children made by LA
- Awaiting more guidance on vulnerable adults but may require support via Assisted Digital Service

- **Risk**

- Reputational and operational risks if data not in place
- Need to have a sound understanding of likely numbers affected and their location (data)

- **Action**

- Children's Services currently data cleansing
- Agree how best to support vulnerable adults

Managing Legal Risk – Brexit Deal or No Deal

- Still uncertainty as to the Legal implications of Brexit as the (no) deal is not finalised
- Likely to be significant draw down on Legal resources to gain compliance (lead advisor to ‘Brexit Panel’ role)
- Law and Governance Directorate to support work on contingency planning once details become clearer

Managing messages – supporting people (Draft Communications Plan)

- An outline communications plan has been drawn up
 - Landing page and link to carousel with first step Govt signposting info (December 2018)
 - Engagement programme (community groups)
 - Engagement with supply chain/procurement
 - Briefing our affected workforce (February 2019)
 - Increase presence of literature in hub buildings
 - Engage parents via schools hub
 - Social Media campaign (running til 2021)
 - Our Enfield and e-newsletter

Managing Messages: Member Support

- Develop briefing/lines to take for members
 - Leader briefing re EU Settlement and employees specifically requested (interest unions in low paid workers)
 - These may be tweaked for Cabinet according to portfolio
 - Option to present to Group or via Cabinet 1-2-1's in early 2019?
 - Short briefing pack for all elected members for early 2019?

Summary of next steps 1/2 (EMT discussion/decision)

‘This is a whole council issue’

- Establish governance – ‘Brexit Panel’ (membership/ToR)
- Establish presence on council website asap (landing page)/comms plan
- Complete information gathering/risk review - designate lead senior officers and develop plans covering:
 - Financial
 - Workforce (including communicating with all staff and key contractors)
 - Vulnerable groups (children and adults, people in TA?)
 - Community relations (engaging the VCS)

Summary of next steps (2/2)

- Draft response to MHCLG by 2 November 2018?
- Agree 'community offer' (support/sponsor applications)
- Create risk register for EMT/ED's to monitor
- Adopt/adapt Community Leader Toolkit/attend regional network

- **Any further areas requiring consideration?**

Managing Brexit – The Council's role, risks and responsibilities

Senior Leadership Network
15/11/18



Brexit: What has Government announced so far?

- Huge uncertainty remains on what will happen
- December 2017 Government agreed with EU to protect rights of EU nationals and close family until the end of 2020
- Publicity Government targeted social media drive
- Local Authorities will be responsible for supporting those Looked After Children who may be affected
- Has issued advice to employers
- Is developing a Community Leadership Toolkit for LA's due November 2018 and holding 'regional workshops'

Brexit: What has Government announced so far?

BUT

- Those wishing to stay will need to **pay** to secure their own rights through a digital system from March 2019 (through to June 2021)
- No guidance as yet on vulnerable adults
- No extra money to help with applications
- Government asks LA's to provide community reassurance and signposting to information

Brexit – who will be impacted and what do they need to do?

- 8% of our resident population estimated to be EU citizens – some hard to reach (c.25,000)
- Until end of 2020 EU citizens rights will be protected (individuals/close family members)
- EU citizens need to apply to secure their rights between March 2019 and June 2021 costing:
 - £65 for adults
 - £32.50 for children under 16
 - Free provision for Looked After Children (latter applications made by LA)
- Unspecified (presently) number of council employees will be affected

Supporting the Community

- Providing community reassurance and access to key information is vital (not to panic).
- A 'Community Offer' in development which will include a combination of:
 - Clear communications to local residents
 - Signposting residents to information (council website)
 - How we may use libraries or other hubs with residents accessing Home Office on line help
 - How we can work with our community organisations to ensure those affected can take action

Impact of Brexit - Council

- A 'Brexit Panel' is being established to provide governance and effectively manage risk.

Identified workstreams:

- Financial
- Workforce and service delivery
- Legal
- Communications

Next Steps

- Engage the communications plan and instigate organisational review:
 - Website page goes 'live' in November 2018
 - Brexit Panel meets December 2018
 - Engagement programme with community groups commences in early 2019
 - Engage parents via schools hub in early 2019
 - Social Media campaign running from 2019 – 2021
 - Our Enfield and e-newsletter

- **ANY QUESTIONS?**