

BREXIT IMPACT ASSESSMENT- v0.7					
Ref	Category	Potential Impacts	Likelihood	Impact	Mitigation
BX1	Citizens Rights / Migration	Increase in community tensions causing damage to community cohesion	Likely	High	Communications Strategy and Community Engagement strategy, working with the programme board
BX2	Citizens Rights / Migration	Complications on rights and status of EU citizens and workers - impact on vulnerable people who may not understand requirements	Possible	High	Looked After Children and other vulnerable people who are EU citizens will be identified and
BX3	Supplies	Limited availability of medicinal drugs	Possible	Very High	National government and NHS led response (including prioritisation of medicine imports and extra
BX4	Workforce	Complications on rights and status of EU citizens and workers- reduction in CCC/PCC workforce, especially in hard to fill roles such as in Adult	Likely	High	There will be targeted work with EU Employees to encourage them to apply for settled status, and to
BX5	Workforce	Reduction in workforce in services that are commissioned by CCC and PCC; such as care workers, cleaners, security staff, construction	Very Likely	Very High	Central government has issued advice to social care providers (encouraging business continuity plans
BX6	Recruitment	Changes to rules for recruiting staff from outside the UK	Very Likely	Very High	Government is still consulting on elements of its new migration policy although this is likely to prioritise highly skilled workers and include an income threshold. PCC and CCC are engaging with the Home Office about the implications of these changes and will reflect these in our own planning and processes.
BX7	Finance / Funding	Reduction of income from business rates (for example, as a result of EU-owned businesses closing)	Unlikely	Low	Low rating of risk in six month timeframe but to be kept under review.
BX8	Finance / Funding	Loss of EU funding for projects, or loss of government funding	Unlikely	Low	Government have guaranteed existing funding beyond six month timeframe. This will need to be kept under review.
BX9	Finance / Funding	Pressures on budgets from other sectors, such as increase in cost of workforce in services that we commission, as well as cost of products and materials that we purchase	Very Likely	Very High	CCC & PCC will engage in discussions with providers about how they can encourage their employees to register (and reassure them about any concerns they may have) and examine contract provisions and arrangements and review these as necessary.
BX10	Finance / Funding	General financial implications - for example, reduced value of the pound, demand placed on the national payments and banking systems, financial downturn, negative impact on the council pension scheme	Possible	High	Engagement with central Government and relevant national representative bodies (i.e. LGA) will be necessary, as this will have national implications.
BX11	Regulations / Legislation	Changes in legislation and/or regulations for food production/packaging, employment, procurement, competition law, equalities and rights, health and safety, crime and security, waste and recycling, and state aid. In the longer term-simplification of regulatory frameworks and increased flexibility	Unlikely	Medium	Existing EU legislation to be transferred into UK law at least initially. CCC & PCC will ensure that their systems are in place to administer these effectively.
BX12	Regulations / Legislation	Complications in the shipping of waste	Very Rare	Low	CCC & PCC waste provision not dependent upon the need to ship waste overseas. Risk will be monitored.
BX13	Procurement	Reduced opportunity for accessing public sector contracts due to fewer procurement opportunities	Very Rare	Low	CCC & PCC contracts overwhelmingly let by UK companies so impact has been judged minimal. Risk will be monitored.
BX14	Devolution	Increase in devolved powers moving from Brussels to local government (unlikely in the first 6 months)	Unlikely	Low	Could be a positive factor and PCC and CCC will support LGA lobbying in this regard but unlikely to impact in the short term timeframe.
BX15	Transport	Potential shortage of fuel supplies would impact on staff travelling to deliver services	Possible	Very High	CCC & PCC will review business continuity plans, and request commissioned services do likewise. In addition, national government arrangements are in place to address disruption to supply of fuel, with local arrangements overseen and managed by the Local Resilience Forum.
BX16	Transport	Transport problems due to the knock-on impact of border checks/barriers to trade	Possible	High	Highways England will lead response to any issues on trunk road network. If there was to be sustained disruption local arrangements would be overseen by the Local Resilience Forum.

