

Report of the Leader to the Executive Committee to be held on 5th March, 2019 **AZ**

Subject: Brexit Preparedness

Summary statement:

Please note that this report is concerned with a rapidly moving issue. This document was prepared on the 21st February and is up to date at the time of writing. A verbal update on issues relating to Bradford Council's Brexit preparedness will be presented at the committee meeting.

This report follows a request from Full Council that states:

Given the fast moving political environment nationally, it is difficult to predict with certainty what kind of deal (or no deal) is going to be agreed with the EU. The situation changes daily. Regardless, the Council must continue its preparedness to support the district to transition, whatever the outcome. Using the latest information available, we ask the Chief Executive to prepare a report on our plans as a Council to support the district now and into the future, post-Brexit. This should include an update on how we are supporting our own valued Council staff who originate from other EU countries. This report should be sent to Corporate Overview and Scrutiny for recommendations in the first instance.

This report advises members on progress to date in preparing for the impact of Brexit, including a no deal Brexit, and the actions proposed to deal with identified issues. It also includes an outline of how we propose to spend the Government's recent (28th January) announcement of additional Brexit funding for local government.

It must be stressed that the current situation is highly uncertain and liable to change. At the time of writing, a range of options remain open, including a no deal Brexit. The Prime Minister is negotiating with EU partners in an attempt to secure "alternative arrangements" to the backstop. A statement to the Commons will be made on the 26th February, if a deal has not been secured by that date.

Joanne Hyde

Strategic Director Corporate Resources

Report Contact: Phil Witcherley

Phone: (01274) 432141

E-mail: phil.witcherley@bradford.gov.uk

Portfolio: Leader

Overview & Scrutiny Area: Corporate: All

Report Contact: Kevin Brain

Phone: 01274 432982

[Email kevin.brain@bradford.gov.uk](mailto:Kevin.brain@bradford.gov.uk)

1. SUMMARY

- 1.1 The current Brexit situation continues to be uncertain. As a result, the content of this paper, and Bradford's approach to the issues, is likely to evolve rapidly and a verbal update will be provided at the Executive meeting.
- 1.2 This report advises members on progress to date in Bradford Council in preparing for the impact of Brexit. It identifies issues raised and the actions proposed to deal with these issues. There is a particular focus on a no deal Brexit but most of the issues and actions identified apply whichever Brexit scenario unfolds.
- 1.3 Clearly, Bradford is not the only authority affected by these issues and we are working with the Local Government Association (LGA), West Yorkshire Combined Authority (WYCA), Chambers of Commerce, our Local Resilience Forum and other bodies to share intelligence, work together on plans and understand the issues and mitigations as events unfold. As part of this process, we are observing what other areas are doing to prepare for Brexit, learning and building on best practice.
- 1.4 A Bradford Brexit Area Planning Group has been established to supplement the work of the regional Local Resilience Forum. The group will comprise senior leaders from emergency services, health, the CVS sector and business. It will be chaired by Joanne Hyde, Strategic Director, Corporate Services.

2 BACKGROUND

- 2.10 Following on from the EU referendum vote to leave the European Union, the UK Parliament legislated to leave the EU on the 29th March 2019. An initial review of the EU Referendum was produced for Executive in September 2016, the *EU Referendum Response Plan*, and a report was taken to Corporate Overview and Scrutiny Committee on 6th October 2016.
- 2.11 Since the Brexit referendum, the Council has been monitoring developments. A mid-year review (January 2018) of the Council's Annual Governance Statement included an update on the latest Brexit position and was considered by the Council's Governance & Audit Committee. More recently, as events have unfolded, Bradford Council has stepped up its own preparations for Brexit with a particular focus on the issues raised by a no deal Brexit.
- 2.12 A motion at Full Council, on the 15th January 2019, recognised the importance of involving all councillors in our overall approach to prepare for Brexit **in advance of this report** going to Executive Committee. This motion also asked for the Chief Executive to prepare a report on the plans for supporting the District through Brexit which contained an update on *how we are supporting our own*

valued council staff who originate from other EU countries. A version of this paper was therefore considered at Overview and Scrutiny Committee on the 14th January 2019.

2.13 Corporate Overview and Scrutiny Committee resolved that:

- This Committee requests a report be presented which specifically focuses on the community cohesion issues across the district related to Brexit;
- A verbal update on Brexit be presented at the 21st March meeting of the Committee;
- Executive should focus on ensuring that Looked After Children are supported through the settled status process.

2.14 We are working to ensure all these recommendations are adopted. This will be partly delivered through a recommendation to Executive in section 10 of this report about how to spend the £210,000 additional resources allocated to Bradford Council from the Ministry of Housing, Communities and Local Government (MHCLG) to deal with the consequences of Brexit at a local level.

2.15 Children's services are focusing on ensuring Looked After Children of EU descent (currently 50 children in our care) are supported through the settled status process. What we are doing here is outlined in more detail in paragraph 2.49 of this report.

2.16 The recommendation of the Corporate Overview and Scrutiny Committee for a verbal update acknowledges that we are dealing with a rapidly changing situation. Both the national situation and Bradford Council's preparations for a range of Brexit scenarios are rapidly developing.

2.17 The defeat of the Government's proposed European Union (Withdrawal) Act 2018, on the 15th January 2019, means that a no deal Brexit remains a possibility. On the 29th January, Parliament voted for an amendment to the Act which requires *alternative arrangements to avoid a hard border with Northern Ireland*. Parliament also voted for a non binding amendment that *rejects leaving the European Union without a Withdrawal Agreement and Framework for the Future Relationship*. The Government set a date of the 14th February 2019, by which to try and negotiate changes to the Act, securing *significant and legally binding changes* to the Backstop arrangement. In a statement to Parliament on the 12th February 2019, the Prime Minister reported that there would be further negotiations and these would take *some time*. The Prime Minister will make a further statement to Parliament on the 26th February 2019, if no agreement has been negotiated. If the Government cannot secure amendments to the Act that commands both a majority in the Commons and the agreement of the EU, and

there is no extension of Article 50, the default legal position is that the UK will leave the EU on 29 March 2019 without a deal.

- 2.18 In the event of a no deal exit, there will be no transition period for the UK to leave the EU. EU law, regulations and trade agreements will cease to apply to the UK immediately after 11pm on 29 March 2019. The UK will assume third party status and resort to World Trade Organisation Rules. The Withdrawal Bill sought to incorporate EU regulations into UK law, the extent to which this is completed before the 29th March will determine the extent to which risk will be mitigated.
- 2.19 Given the current situation, any Brexit risk assessment is subject to uncertainties and liable to change. Whilst it is important not to overstate any potential issues, we must assure ourselves that we have plans in place to deal with any potential consequences. This is why we are working closely with partners in Government and regionally, as part of the Local Resilience Forum work and other partnership activity (such as working with the Health sector on workforce and the Chambers of Commerce and the WYCA on communications with the business community).

2.2 Potential Issues Posed by Brexit and Actions to Address the Issues

- 2.21 There are a number of issues that we need to prepare for in advance of Brexit. Work is on-going to address this.
- 2.22 This work is being overseen by the Council Management Team (CMT) and project managed by a Brexit Preparations Steering Group. The Steering Group meets, and reports back to CMT, on a weekly basis.
- 2.23 The issues identified, the actions being taken to address the issues and the progress to date are summarised below.

2.24 The Council's EU Workforce

What are the potential issues?

- 2.25 Once the UK leaves the European Union, EU citizens will need to apply for settled status through the EU Settlement Scheme to secure the right to live and work in the UK and gain access to benefits and public services. The Settlement Scheme opens fully on the 30 March 2019. However, on the 21st January 2019 it was opened to those with an EU passport and non EU citizens who have an EEA residence card or EEA permanent residence card, issued following an application made on or after the 6 April 2015.

This has a number of implications including that:

- Whilst EU citizens in the Council workforce are legally entitled to live and work in the UK by securing settled status, we need to ensure that they are aware of this entitlement and support them through this process;
- EU citizens who live and work in the Bradford District are aware of and can access the Settlement Scheme;
- Key sectors, such as the health and social care workforce, prepare for potential workforce shortages, in order to ensure continuity of service delivery.

What are we doing on this?

2.26 The following work is already being undertaken.

- HR colleagues have scoped what the Council would need to do to identify all eligible employees and support settlement status application. Our HR recording has been amended so that employees can state their specific nationality in order to ensure we can assess the number of staff with EU citizenship;
- All staff have received an email reiterating the Council's support for our EU workforce and signposting relevant staff to guidance and support to assist them through the settled status process;
- Existing Home Office Communications material on the Settlement Scheme will be distributed to all tier 4 managers to allow them to support members of their teams through the process;
- Businesses will be signposted to Settlement Scheme and business preparation guidance from the Home Office through material sent out with rates bills;
- The Chief Executive has invited EU staff working for the Council to join a Settled Status Scheme Support Group. The group will draw on the skills, particularly language skills, and knowledge of our EU staff to further develop the support and guidance we offer to our staff and residents.

2.27 The current position, as described on the Settlement Scheme website, is that *there will be no fee when the scheme opens fully on 30 March 2019. Anyone who has applied already, or who applies and pays a fee during the test phases, will have their fee refunded.*

2.28 As noted above, we are currently gathering data on how many employees are eligible for settlement status in order to identify support and guidance needs. National estimates suggest that 7% of the workforce are EU citizens. If Bradford Council is similar, then there will be around 560 eligible staff.

2.29 Wider Workforce

What are the issues?

2.30 The consensus amongst economic forecasters is that a no deal Brexit will lead to a sharp down turn in the economy. The impact on the business community is expected to be “deep and not wide”. More than 75% of the impact of a no deal Brexit will fall on 5 sectors. The impact will vary, dependent on whether the business:

- Exports to the European Union;
- Is part of a global supply chain (such as in the automotive and aeronautic parts industry prevalent in Keighley and Baildon);
- Relies on migrant labour;
- Relies on EU subsidies and grants such as the R&D sector and agriculture.

2.31 Eastern European nationals have become an increasingly important part of the local labour force in Bradford since the mid 2000s. Employment is in a range of sectors but concentrated in manufacturing, retail, hospitality, construction, health and social care.

2.32 The Health and Social Care workforce is the largest employment sector in Bradford – 31, 000 employees are in this sector out of an employee workforce of approximately 200,000 in the Bradford District. This is 1 in 7 of the workforce. Nationally, around 6% of the health and social care workforce are estimated to be of EU origin. It is difficult to get accurate figures for Bradford but Skills for Care, based on national survey data, estimate around 3% of the social care workforce to be of EU origin. This is likely to be an underestimate.

2.33 The latest Government guidance for the health and social care sector is that *the current expectation is that there will not be a significant degree of health and care staff leaving around exit day.*

2.34 Workforce Sectors Most Likely to be Affected by Brexit and the Implications for Bradford

2.35 A report in 2018 by Oliver Wyman found that over three quarters of the impact of Brexit will be shouldered by only five sectors (Financial Services, Automotive, Agriculture, Food and Drink, and Chemicals and Plastics).

2.36 The implications for Bradford businesses may not be the same as national trends (for example, our local financial services sector tends to serve a domestic market so may not be as affected by Brexit). Table 1, below, provides an indication of what a no deal Brexit could mean in terms of scale of employers and employees in the district affected.

Table 1: Employment Profile in the Five Sectors Most Affected by Brexit

Sector	<i>Employment in Bradford</i>	<i>% of employment in Bradford</i>	<i>% of employment nationally</i>	<i>Key businesses in the district</i>
<i>Financial Services</i>	7,900	3.7	10.2	Provident / Yorkshire Building Society / Santander/ Natwest/ UKAR / Congregational /TL Dallas/
<i>Automotive</i>	5,900	2.9	2.7	JCT 600 / Borg Warner / Federal Mogul / Autoelectric / M1Engineering / Gesipa
<i>Agriculture</i>	950	0.4	1.6	None of note – mostly small farmers – sheep and dairy farming mainly
<i>Food and Drink</i>	5,600	2.7	1.3	Farmers Boy / Seabrook/ Sparks / Princes / Mumtaz / J Wild/ Aagrah/ Premier Foods / Timothy Taylor / Yaadgaar / ABF / McCambridge
<i>Chemicals and plastics</i>	3250	1.5	0.9	Solenis / Kemira/ Nufarm / Styrene / Christeyns / Whiteghyll / McBride

What are we doing?

2.37 As our Economic Strategy points out, Bradford is *home to enterprising and creative people and strong and productive businesses* and we are *one of the most international cities in the UK, globally connected by businesses trading across the world. Our exports are estimated to value £2 billion per year and we*

are the ninth largest city economy in England. We will continue to work with our businesses, partners such as the Chamber of Commerce and the Local Economic Partnership to reposition ourselves in the global economy. We will continue to focus on the four key opportunities identified in our economic strategy, building on our economic strengths and global connections, to take advantage of any emerging opportunities following Brexit.

- 2.38 More specifically, as part of Bradford Council's work in preparation for Brexit, we are engaging with partners such as the Chamber of Commerce to gain a better understanding of business concerns around a no deal Brexit and the implications for employment and economic output in the district. An item on Brexit has been tabled for the next Local Economic Partnership. We have established weekly reporting to the Cities and Local Growth Unit –YHNE which identifies Brexit issues raised by local businesses. These reports are sent onto MHCLG and BEIS (Department for Business, Energy and Industrial Strategy).
- 2.39 The Chambers of Commerce have developed a Brexit preparedness toolkit and we are raising awareness of this and the Home Office toolkit on the settlement scheme. This is being done through signposting and guidance delivered with Bradford Rate Bills and by working with the Bradford Economic Partnership. Business workshops were held at the end of 2018 by the European Enterprise Network, in cooperation with the Local Economic Partnership and Department for Industry and Transport. The Network is recording business enquiries on its customer relationship database and the Local Economic Partnership has guidance pages on its website.
- 2.40 The Local Economic Partnership has put in place a range of support to help businesses and the regional economy adapt to the economic conditions post Brexit. This includes: signposting by the LEP's Growth Service to support from public and private sector bodies; the exploration of flexibilities to LEP business grant programmes to help businesses cope with potential market volatility immediately after the UK's withdrawal; and focused support to maintain record-high levels of inward investment and exports after Brexit.
- 2.41 We are working with NHS partners, and others on the health and social care workforce, as there are already labour shortages in this sector (regardless of Brexit). This work includes setting up a Health and Social Care Industrial Centre of Excellence which will improve the numbers of people coming into these professions.
- 2.42 In the short term, the Department of Health and Wellbeing and Children's Services are planning to work with NHS and other partners to ensure that the existing EU workforce is supported. We know that many of our partners (especially the NHS) are planning to support their EU workforce in a similar way to the Bradford Council Workforce plans outlined above.

2.43 It was agreed at the Integration and Change Board Meeting, on the 15th February, that a common Bradford message needs to be agreed and shared with public, community and voluntary sector services. The purpose of this district-wide communication will be to encourage EU residents in the district to apply for settled status and signpost them to available guidance and support. The Council's Brexit Communications Working Group will work on this with partners.

2.44 **Supporting Bradford Residents Directly Affected by The EU Settlement Scheme**

What are the potential issues?

2.45 The demographic profile of Bradford means that there are large numbers of people within our community who are directly affected by the Settlement Scheme. They have diverse characteristics and particular problems are posed by issues such as lack of documentation, levels of literacy, access to online facilities and so on.

2.46 The Home Office have recognised the specific difficulties different groups might face. They have established a settlement scheme fund of £9 million. **This money is only open to voluntary and community groups. Local authorities cannot bid for this money.**

What are we doing?

2.47 We have worked closely with partners in the voluntary and community sector to develop bids. To date, this has included identifying partners, identifying a lead partner and scoping how support might be developed. Partners in the sector have confirmed that two bids have been submitted. One bid covering areas of Leeds and Bradford, another focussing specifically on Bradford. In addition, the Council is looking at ways in which we can work with communities to support our EU employees and residents through the settlement process.

2.48 A Settlement Scheme Working Group has been established. Colleagues from across the Council are working through our commissioned services, as well as in house services, to identify those communities directly affected by the Settlement Scheme who may need support and guidance. We are also working with our voluntary and community sector partners to identify those communities and assess their support needs

2.49 As a Corporate Parent, the Council is responsible for securing the settled status of any eligible Looked After Children (LAC). We have begun to identify how many children are eligible – a difficult process given that some children and their families arrived without documents such as birth certificates and passports. To date, Children's Services have identified 50 LAC who are eligible for the Settlement Scheme. This number may increase. We are liaising with Sheffield

Local Authority to identify best practice lessons from their pilot scheme. The Government have not issued guidance, as yet, on how to apply for settled status for LAC. Children's Services are continuing to identify any potential issues that we can feed back to Government.

2.50 A Community Engagement Event was held on the 13th February. This event was attended by over 50 community group representatives. It highlighted the following issues:

- There is a general anxiety among a wide range of communities, not just European communities, about the impact of Brexit;
- There is a mistrust of Government information and authority figures;
- Those most likely to need support, guidance and reassurance trust community groups and civil society networks they personally know: local churches, community groups, specialist advice centres, for example;
- For guidance, support and signposting to be effectively delivered, it needs to be delivered through community and voluntary sector networks. Hubs in the community and outreach support are crucial in ensuring groups can access information and gain support;
- The Council should build on formats that have already worked well, for example, communicating changes around universal credit;
- There should be a strong emphasis on celebrating the strengths of Bradford as a diverse community.

2.51 The feedback from the Community Engagement Event, together with discussions in the Council's Brexit Steering Group and consultation with partners in the health and community sectors, has been used to inform proposals for how best to spend the additional funding allocated by MHCLG to support local authority Brexit preparations. Bradford will receive £210,000, divided equally into two payments of £105,000, for 2019-2021. The Government have stated that the money is for Councils to spend but that *it is expected that money will be spent on resources like recruiting extra staff to ensure councils have the capacity to provide timely and accurate information to residents who have questions on how Brexit will affect them.*

2.52 As recommended by Corporate Overview and Scrutiny Committee, this funding should be focused on supporting vulnerable residents through the process of Brexit. It is proposed that the £210,000 be allocated as outlined in Table 2, below.

Table 2: Proposed Allocation of MHCLG Brexit funding

Area	Suggested Amount	Purpose of money and rationale
OCX	£30,000	Supporting on-going corporate work co-ordinating, organising and implementing Brexit preparations across the District.
Contact Centre	£50,000	Development of capacity to provide support, guidance and reassurance to our residents, particularly by developing foreign language support services. This will include funding for the contact centre to roll out support for those who have IT or English literacy issues which might limit their ability to complete the settlement scheme application process.
Community and Voluntary Sector Fund	£130,000	Supporting the development and delivery of front line services of advice, guidance, advocacy and signposting, both in community hubs and through outreach services.

2.53 Funding and Public Finances

What are the potential issues?

- 2.54 Government economic forecasts highlight that a no deal Brexit is considered the worst scenario. The Treasury estimates that, over a 15 year period, the economy will be 7.7% smaller if there is a no deal exit than it otherwise would have been. For Yorkshire and the Humber, the Treasury estimates the economy being 8% smaller if there is a no deal Brexit than it would have been in a negotiated exit or remaining in the EU. The Bank of England estimates that the Yorkshire and Humber regions will lose 7-10% productivity two years after leaving the EU in the event of a no deal Brexit.
- 2.55 If these forecasts are correct, the contraction in the UK economy will lead to a reduction in tax receipts and potentially the funding available for Local Government. A reduction in economic activity would also have an impact on locally collected taxes (particularly business rates).
- 2.56 Any short or long term supply constraints in the event of a no deal Brexit may also increase the cost of delivering Council services.
- 2.57 Preparations for Brexit are delaying decisions on national policies which will impact on Local Authorities. This includes finalising the financial settlement for local authorities, publishing a Green Paper on Adult Social Care and confirming

decisions on specific streams of project funding. Also, the preparations for Brexit impose an additional financial burden on local authorities.

- 2.58 Financial risks also arise from the cost of planning for Brexit and from the impact on specific services. This is difficult to model both because the type of Brexit the UK will follow is not yet determined and because the full implications of Brexit are unknown, as yet.

What are we doing?

- 2.59 As part of the Local Government Finance Act, the Section 151 officer is required to determine the robustness of the budget and the adequacy of the level of the Council's reserves set against an assessment of a variety of risks facing the Council, Brexit being one such example. Our Budget setting process and medium term financial strategy includes considerations around potential risks to the budget, including the impact of Brexit.

- 2.60 As noted earlier, the Government announced, on the 28th January, that they would make additional funds available to help Local Authorities prepare for Brexit. Bradford will receive £210,000, divided equally into two payments of £105,000, for 2019-2021.

2.61 Supply Chain Disruption

What are the potential issues?

- 2.62 Whilst the risk is currently low, there have been some suggestions that some supply chain issues might occur in a no deal Brexit. The most immediate issues often cited are:
- The impact of disruptions to supply chains caused by any delays in imports, price rises or panic buying/stockpiling which could create shortages of essential goods;
 - The impact of a general economic slowdown due to a range of potential impacts: labour market shortages, business relocations, supply chain difficulties, price rises leading to lower sales and profitability for companies.

What are we doing?

- 2.63 The Civil Contingencies Act 2004 requires local authorities to make assessments and plans for possible civil emergencies and provide contingency advice to the public. Co-ordination is through the Local Resilience Forum. As part of our

standard emergency planning approach, the Council has existing contingency plans for a number of scenarios. This includes a 30 day reserve supply of fuel and a standard contingency planning for fuel disruption. This will ensure that the council can still continue to run key services in the event of a disruption to fuel supply.

- 2.64 There has already been some activity in parts of the council to identify supply chain risks around a no deal Brexit and appropriate mitigations. This includes Facilities Management work on school dinner and other food supplies such as community meals; work in the Waste, Fleet and Transport Service on transportation parts and an ongoing regional ADASS exercise on commissioned home and residential care services.
- 2.65 To ensure that we are considering the impact of Brexit on all areas of business, all Assistant Directors in the authority have been commissioned to assess risks for contracts and procurement in their areas and identify mitigations for this. We will update Executive on this work on an on-going basis.
- 2.66 As the uncertainty around Brexit continues, the Council is preparing for an increase in demands for guidance, advice and reassurance, and for media stories about the impact of Brexit in terms of potential shortages to foodstuffs, fuel and supply chains for business.
- 2.67 We are working to develop how we can use ward networks, provide briefing and support to members in responding to questions on Brexit, and provide scripts for Council contact centres to help reassure and advise the public on issues as they evolve.

2. 68 Procurement Processes, Regulation and Inspection Systems:

What are the potential issues?

- 2.69 In a no deal exit, where the UK becomes a third partner, the whole system of rules, regulations and procedures used in the EU can no longer be relied on. The key immediate issues are:
- The status of legal contracts and commercial arrangements with EU companies would be unclear because the UK would become a “third country” overnight;
 - Regulation and inspection framework changes may impact on Bradford Council services, other public sector partners and businesses;
 - An increase in demand on environmental health if there are increased demands for inland inspection and for Export Health Licences.

What are we doing?

- 2.70 Work with national government is on-going to develop understanding of what will replace the OJEU procurement framework. The government position is that *a replacement UK-specific e-notification service will be made available. Changes to the procurement rules will be made via amendments to existing legislation, to ensure continued operability.*
- 2.71 The Council is undertaking a review of existing contracts with EU providers. Services are conducting reviews of their own contracts and how they might be affected by different Brexit scenarios.
- 2.72 As noted above, existing contracts that cover critical supplies essential to continuing service delivery are being reviewed to assess resilience to supply chain disruptions.

2.73 Communications and Community Leadership

What are the potential issues?

- 2.74 If the current levels of uncertainty continue, we are expecting an increase in demand for advice and guidance services and leadership, as business, community groups and residents look to the Council for reassurance and information.

What are we doing?

- 2.75 The Council is preparing for an increase in demands for guidance, advice and signposting services. This will cover all the key issues identified earlier and include our partnership working. We are developing a corporate communications strategy. Lead officers have been identified and planning discussions are taking place. As noted above, the strategy will address a range of areas. It will include ensuring training and guidance is available to support both members and officers; preparing scripts for contact centres; the development of signposting services and work with ward officers and neighbourhood teams. More generally, it will include ensuring we have signposting to guidance and advice services offered by Government, public sector partners, voluntary and community organisations and business sector partners, such as the Chamber of Commerce and WYCA.
- 2.76 The communications strategy will change and develop as government advice and guidance changes and develops. To date, we have:
- Established weekly reporting to a regional hub which reports directly to MHCLG;

- Established weekly reporting to the Cities and Local Growth Unit –YHNE, identifying Brexit issues raised by local businesses. These reports are sent on to MHCLG and BEIS;
- Developed a corporate message of reassurance and support for EU employees, along with signposting to the Government Settlement Scheme Page;
- Issued guidance and signposting on Brexit preparations to schools;
- Prepared signposting advice on business preparation for Brexit to be delivered with rate bills;
- Developed a Brexit webpage. This contains signposting to guidance and advice sites for EU citizens, local businesses, residents and voluntary and community sector groups. It can be found at www.bradford.gov.uk

2.77 As noted in paragraph 2.43, it was agreed at the Integration and Change Board Meeting on the 15th February, that a common Bradford message needs to be agreed and shared with public, community and voluntary sector services. The Council will take the lead on this.

2.78 As recommended by Corporate Overview and Scrutiny Committee on the 14th February, a separate report will be written on social cohesion issues raised by Brexit.

3 OTHER CONSIDERATIONS

3.1 There is a great deal of work taking place in regional bodies, for example, West Yorkshire Trading Standards and WYCA. Government is working with LRFs on contingency planning.

3.2 Brexit clearly has implications for many of our partners and we are working with them. This includes the following activity:

- NHS - we are keeping in touch with the leads in each local NHS organisation working on the implications of Brexit and making sure there is alignment to our own approach; especially on workforce and supplies of critical medicines (in a no deal Brexit). The impact of Brexit was discussed with health stakeholders at the Integration and Change Board on the 15th February. It was agreed that partnership working focus on four key issues: communications, workforce, vulnerable groups and resilience;
- Police - we are working closely through the Local Resilience Forum framework to understand the issues raised by a no deal Brexit and how we prepare for these. We worked with the Police to organise the Community Engagement Event, held on the 13th February, and work closely with them on the Bradford Hate Crime Alliance. The Bradford Hate Crime Action Plan addresses issues that may be raised by Brexit;

- CVS sector - we attended a CNet event on Brexit and are working with the VCS alliance on issues related to Brexit. This has included encouraging the sector to apply for the Home Office funding scheme to support EU residents achieve settlement status and running the Community Engagement Event;
- Business community - we are working with partners, such as the Chambers of Commerce and the Combined Authority Local Enterprise Partnership, to understand the current views and plans of the business community, and doing what we can to roll out supportive communications through our economic development teams. An item on Brexit has been tabled at the next LEP meeting;
- Bradford University – we are in regular dialogue with the University on the workforce and research implications of Brexit;
- As noted in paragraph 1.4, a Bradford Brexit Area Planning Group has been established.

4. FINANCIAL & RESOURCE APPRAISAL

- 4.1 The budgetary implications are difficult to estimate– especially given that the type of Brexit is unknown, although there is provision in the Budget. HR is leading on support for employees with the settlement scheme. A communication strategy will be crucial to the Council’s Leadership role and is being developed.
- 4.2 The overall financial and resource implications will depend on which Brexit scenario unfolds.

5. RISK MANAGEMENT AND GOVERNANCE ISSUES

- 5.1 Brexit affects all the service provision and governance functions of the Council.

6. LEGAL APPRAISAL

- 6, 1 Legal services have seen a copy of this report and will advise further as the situation develops.

7. OTHER IMPLICATIONS

7.1 EQUALITY & DIVERSITY

- 7.2 The full impact of Brexit on protected groups is unknown and will, in part, depend on the type of Brexit.

7.2 SUSTAINABILITY IMPLICATIONS

- 7.21 These are unknown, as yet.

7.3 GREENHOUSE GAS EMISSIONS IMPACTS

7.31 None directly arising from this report.

7.4 COMMUNITY SAFETY IMPLICATIONS

7.41 We are working with the Police and the Local Resilience Forum to understand and mitigate for any potential threats that might arise.

7.5 HUMAN RIGHTS ACT

7.51 None directly arising.

7.6 TRADE UNION

7.61 Will be consulted, where necessary, in relation to workforce issues.

7.7 WARD IMPLICATIONS

7.71 Unknown, as yet, but neighbourhood teams will play a role in monitoring area impacts and offering guidance and advice where necessary.

7.8 AREA COMMITTEE ACTION PLAN IMPLICATIONS (for reports to Area Committees only)

7.81 None directly arising from this report.

7.9 IMPLICATIONS FOR CORPORATE PARENTING

7.91 Identified in section 2 in relation to Looked After Children.

7.10 ISSUES ARISING FROM PRIVACY IMPACT ASSESSMENT

7.11 None arising.

8. NOT FOR PUBLICATION DOCUMENTS

8.1 Not applicable.

9. OPTIONS

9.1 Not applicable.

10. RECOMMENDATIONS

- 10.1 That the engagement with regional and national partners emphasises the specific support needs of our citizens, given our socio demographic profile
- 10.2 That the Committee approve the proposed allocation of the additional £210, 000, as outlined in Table 2, below.

Table 2: Proposed Allocation of MHCLG Brexit funding

Area	Suggested Amount	Purpose of money and rationale
OCX	£30,000	Supporting on-going corporate work co-ordinating, organising and implementing Brexit preparations across the District.
Contact Centre	£50,000	Development of capacity to provide support, guidance and reassurance to our residents, particularly by developing foreign language support services. This will include funding for the contact centre to roll out support for those who have IT or English literacy issues which might limit their ability to complete the settlement scheme application process.
Community and Voluntary Sector Fund	£130,000	Supporting the development and delivery of front line services of advice, guidance, advocacy and signposting, both in community hubs and through outreach services.

- 10.3 That a clear message that Bradford is a place of welcome, proud of its diversity and that this will not change, whatever happens to our relations with other countries, is consistently reinforced and promoted by the Council.
- 10.4 That further community engagement events are held to monitor the impact of Brexit, identify emerging issues and plan and implement actions.
- 10.5 That the Council continue to support its staff through settled status.
- 10.6 That the Council continues to ensure that Looked After Children, and EU foster carers, are supported through settled status.