

Report of the Leader to the Executive Committee to be held on 8 October 2019

V

Subject:

An update on Bradford Council's Preparations for Brexit

Summary statement:

Due to committee reporting deadlines, this version of the report was prepared on the 25 September and is up to date at the time of writing. Please note that given the rapidly changing context of Brexit, it is possible that this report may not be fully up to date with external events at the time of the Executive Committee.

The Government is committed to leaving the EU on 31 October, with or without a deal. Bradford Council's preparations are aimed at ensuring that services, residents, businesses and partners are supported through Brexit. This preparation continues to follow the key themes and actions outlined in the Brexit Preparedness Report approved by Executive on the 5 March 2019.

The Government has also issued a further £104,000 each to support Local Authorities to prepare for Brexit.

This report recommends that this money be held in readiness to deploy to cover eventualities which the Council may need to react to over the coming weeks in this fast changing environment.

Joanne Hyde

Strategic Director Corporate Resources

Report Contact: Phil Witcherley

Phone: (01274) 431241

E-mail: phil.witcherely@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 Government has made a public commitment to leaving the European Union (EU) on the 31 October, with or without a deal.
- 1.2 The Government has advised all Councils to prepare for a no deal Brexit; this includes identifying a Brexit lead officer. The purpose of this role is to act as a link to national Government and co-ordinate all Brexit preparations at District level. In Bradford, this has been identified as the Strategic Director of Corporate Resources.
- 1.3 Earlier in the year, the Government awarded £210,000 each to all unitary authorities to be spent over 2018/19 and 2019/20 on preparing for Brexit. The Executive agreed in March to spend this resource on a combination of supporting vulnerable people through the Settled Status scheme and general communications to the public about Brexit.
- 1.4 In August, the Government awarded **an additional** £104,000 each to local authorities for Brexit preparations. It is recommended that this money be held in readiness to deploy to cover eventualities which the Council may need to react to over the coming weeks in this fast changing environment.
- 1.5 This report provides an assessment on the latest position of our businesses, residents and service providers in preparing for Brexit. This includes:
 - **EU residents:** It is estimated that there are 37,000 EU residents living in Bradford District. The latest Home Office figures indicate that 5,270 of these residents have applied for Settled or Pre-Settled Status so far;
 - **Businesses:** A review of the economic impact of Brexit has been conducted and is outlined in this paper;
 - **Key services such as Health and Social Care:** A review of the impact of supply chain disruptions and potential loss of EU labour has been conducted. The Bradford Health and Social Care workforce is the largest sector of employment in Bradford but less reliant on EU workers than the sector nationally. It is estimated that 3% of the labour force are EU citizens, compared to 6% nationally. We surveyed 158 care providers and 12.5% were concerned about the implications of Brexit on their staffing.
- 1.6 A risk assessment of our current preparedness for a no deal Brexit has been conducted. A summary of this is included in Annex 1. This assessment follows the guidance of the Ministry of Housing Communities and Local Government (MHCLG) and the reporting categories used by the Local Resilience Forum (LRF) to assess preparedness for the potential risks of a no deal Brexit.

1.7 We are working with national Government and district and regional partners to mitigate the potential risks. In summary, this work centres on:

- **Communications:** It is critical that all messages are consistent to avoid any confusion for the public, businesses or partners. The Government has invested an estimated £100 million in communications and we are working to embed these national messages in our local approach, such as directing people to the national 'Get Ready' campaign through our Brexit website (www.bradford.gov.uk). We are also working with partners on communications (including the West Yorkshire Combined Authority (WYCA), the Chamber of Commerce and the NHS) to ensure there is a District wide, shared message. This has included providing signposting to information and guidance on our website and running a poster campaign, launched earlier this year, in public spaces such as, libraries, GP surgeries and hospitals. We are also sharing local intelligence with national Government on a regular basis;
- **Workforce:** Whilst the EU workforce in our Health and Social Care sector is smaller than in other parts of the country (such as London and the South East), we are working with the sector to ensure support and information is given to EU workers to achieve Settled Status. We are also working with partners, such as the Chamber of Commerce and WYCA, to ensure businesses have information and guidance on supporting their EU workforce to gain Settled Status;
- **Supply chains:** We are working with the LRF, our partners and our suppliers to ensure there is minimum disruption to Council Services, our partners and our communities in the event of a no deal Brexit;
- **Regulation and Inspection:** We are working to understand how environmental health for imported food and trading standards inspections might be affected by Brexit. This issue has been raised with the Food Standards Agency (FSA). In addition, representatives from the five West Yorkshire authorities have attended training on imported food, provided by the FSA, and also have access to an FSA e-learning course. A meeting between the FSA and West Yorkshire Food Liaison Group is in the process of being arranged to discuss concerns;
- **Contracts and Procurement:** There is on-going technical work being undertaken to review contracts and procurement. In the event of a no deal Brexit, it is possible, for example, the Council becomes liable for paying any applicable duties on imported goods. As part of this exercise, we are ensuring that we are putting mitigations in place to address potential risks.

1.8 We are also working with partners across the District to prepare for various Brexit scenarios, including no deal. The group consists of senior strategic managers from emergency services, Health and Social Care and the voluntary and

community sector (VCS). There is also an on-going dialogue with national Government to ensure preparations reflect the latest guidance and advice.

2 BACKGROUND

National Picture

2.1 Following the extension of the planned EU exit to the 31st October and the formation of a new government in July 2019, we have seen an escalation of national Brexit preparations.

2.2 The key actions resulting from this are listed below.

- Michael Gove MP was appointed as Chancellor of the Duchy of Lancaster with a brief to lead no deal planning across government. Two new Cabinet Committees have been created to oversee EU Exit preparations at a national level - Exit Strategy and Exit Operations;
- In August, the Secretary of State for the Ministry of Housing Communities and Local Government (MHCLG) wrote to all local authority Leaders in England stating the Government was making the necessary preparations to leave without a deal if an agreement with the EU cannot be reached;
- Local authorities were asked to appoint a Brexit Lead Officer to act as a link with national Government, co-ordinate work at a local level and work closely with Local Resilience Forums (LRFs). The Strategic Director of Corporate Resources has been appointed as the Brexit Lead;
- £4 million of additional funding has been made available for LRFs to support their EU exit preparedness work. This was to be shared among LRFs and used for testing, assuring and delivering plans to support the delivery of Brexit;
- £20 million has been made available to local authorities to support their Brexit preparations. For Bradford, this means an additional £104,000 has been allocated by Government to support Brexit preparations;
- £5million has been made available to support port authorities in their preparations;
- A national Get Ready campaign has been launched (9th September) aimed at ensuring the UK is prepared to leave the EU on the 31 October.

Local Preparations

2.3 As outlined in the summary, we are putting preparations in place for Brexit based on the fact that the Government is committed to leave the EU on the 31st October 2019 with or without a deal. This includes a full review of our preparations for a no deal Brexit. Our preparations are built on close collaboration with key partners, such as the LRF, Chamber of Commerce, VCS, the Local Enterprise Partnership (LEP) and WYCA, along with national Government.

Proactive Work to Support Vulnerable Communities and Communications

- 2.4 It is estimated that there are 37,000 EU residents living in the Bradford District. The latest Home Office figures indicate that 5,270 Bradford residents have applied for Settled or Pre-Settled Status so far. There are also a large number of vulnerable residents of EU origin living in the District. It is estimated that the District has a much higher proportion of Roma residents compared to other areas, many of whom are vulnerable. The Council has a specific legal obligation to ensure eligible Looked After Children (LAC) apply for Settled Status. Currently, our records show that there are 84 LAC and 11 care leavers who originate from the EU.
- 2.5 The Brexit Preparedness Report of 5 March 2019 recommended spending the £210,000 allocated by Government for Brexit preparations on supporting people (particularly vulnerable people) through the Settled Status process by funding voluntary organisations. So far, £160,000 of this money has been allocated to support setting up five community hubs. These are partnerships of VCS organisations offering support and guidance on the EU Settlement Scheme (EUSS). The five hubs provide coverage across the District. Between them, the hubs have the capacity to support around 7000 people.
- 2.6 Whilst we await details on the practicalities, the Home Office has committed to fund Local Authority activity to apply for Settled Status for LAC as an 'additional burden'. Work is underway to support these children to get Settled Status. We are also planning to support other families with children who come into contact with social services and who may be eligible for Settled Status.
- 2.7 We have also used some of this funding to support communications activity including:
- Agreeing a common Bradford message of reassurance on Brexit;
 - Running a poster campaign, launched earlier this year in public spaces including: libraries, GP surgeries and hospitals;
 - Developing a Brexit website page with information, signposting and guidance;
 - Hosting two days of information, advice and guidance presentations by the Home Office EU Settlement Team and Windrush team in May and hosting presentations from the 3million (a campaign group representing EU citizens who are resident in the UK); and
 - Holding information and awareness events for colleagues in the VCS and social care sector

Further investment

- 2.8 In August, the Government awarded **an additional** £104,000 each to local authorities for Brexit preparations. It is recommended that this money be held in

readiness to cover eventualities which the Council may need to react to over the coming weeks in this fast changing environment.

Brexit Preparedness Risk Assessment

- 2.9 The Government’s stated position is that it would prefer to leave the European Union (EU) with a deal but it is committed to leaving the EU with or without a deal on the 31st October. This is notwithstanding the fact that Parliament has passed a bill - the European Union (Withdrawal) (No 2) Act - which would require the Prime Minister to request in writing that the EU extend the Brexit deadline beyond the 31st October, should the UK Government and the EU fail to agree a withdrawal agreement by the 19 October.
- 2.10 Whilst it is important not to overstate any potential risks, we must assure ourselves that we have plans in place to deal with any potential consequences of a no deal Brexit. We are working closely with partners in Government and across the District and region to ensure our planning is based on best practice and the most up to date Government guidance.
- 2.11 Our preparedness risk assessment reviews and builds on the key issues and actions identified in the report submitted to Executive on 5 March. It covers:
- EU Settlement Scheme and Workforce;
 - Supply Chains and Business Continuity;
 - Transport;
 - Schools;
 - Contracts, Procurement, Regulation and Inspection
 - Local Economy;
 - Public Finances;
 - Communications and Community Leadership;
 - Community Safety.
- 2.12 In each of these thematic areas, preparedness ratings are provided following the rating categories outlined below.

Guide to preparedness ratings	
High	We are confident our planning will be able to mitigate/manage disruption (e.g. developed local risk assessment; reviewed plans and capabilities; undertaken training and exercising), we are very confident in our level of preparedness, and we are nearing completion of preparedness activity.
Medium-High	We have made good progress with our planning to mitigate/manage disruption, we are fairly confident in our level of preparedness - there may still be a limited amount of preparedness activity to complete.
Medium-low	We have made some progress with our planning to mitigate/manage disruption, we are moderately confident in our level of preparedness - there is still a significant amount of preparation activity to complete.

Low	We have made little or no progress with our planning to mitigate/manage disruption, we have low confidence in our level of preparedness and there is a significant amount of preparedness activity to complete.
Not applicable	We do not believe there will be disruption to mitigate/manage.

2.13 A summary of the preparedness risk assessment is attached in Annex 1 and a full outline of the risks and actions taken to address the risks is presented below.

The EU Settlement Scheme

What are the potential risks?

2.14 Once the UK leaves the EU, any EU citizen resident in the UK at the time of leaving has the right to carry on living and working in the UK indefinitely, just as now, provided they gain Settled or Pre-Settled Status. In a no deal Brexit they have until the 31 December 2020 to secure Settled or Pre-Settled Status. If the UK leaves the EU with a withdrawal agreement this date will be extended until the 30 June 2021. The EUSS opened on the 29th March 2019. It is estimated that the number of EU citizens living in Bradford is 37,000¹. Current Home Office figures, released on the 22 August 2019, show that 5,270 EU citizens in the Bradford District have applied for Settled or Pre-Settled Status so far.

2.15 The key risks include:

- **Workforce:** The Council, as a local authority, has both an ethical and practical responsibility to ensure that EU nationals within the local workforce understand how to secure their rights to Settled or Pre-Settled Status and to support them through the Settlement Scheme process, if required. There are also key sectors, such as the local Health and Social Care workforce, where loss of existing EU staff, and labour supply shortages as a result of reduced EU immigration, could threaten the effective or adequate provision of key services to vulnerable groups. The Council also has certain specific statutory obligations in relation to such services, and these will need to be kept under review during the immediate post-Brexit period. More generally, there are other sectors in the economy where commercial viability may be threatened if current EU staff are lost, or there is a reduction in EU immigration leading to workforce or specific skills shortages;
- **EU citizens:** Those who live and/or work in the Bradford District need to be made aware of their rights and to understand how to access the Settlement Scheme. Based on the figures released by the Home Office on 22 August, 86% of our estimated EU population have not applied for Settled Status;
- **Vulnerable groups:** There is a range of vulnerable and hard to reach groups

¹ The ONC estimate Bradford's EU population is 20,000 based on the 2011 Census, but this does not take account of significant migration since 2011. Therefore, we use a higher estimate of 37,000 based on local intelligence and other information such as school registrations.

for whom the EUSS application process is difficult. These may require intensive guidance and support. Bradford has a high number of such groups. We know from our work with the VCS, the regional hubs (see below) and our participation in a regional EUSS network group that many vulnerable groups face a range of difficulties applying for Settled Status, and this may put them at risk of losing their right to live and work in the UK by failing to secure Settled Status;

- **Looked After Children:** As a corporate parent, the council has legal responsibility for ensuring that all LAC who may be eligible for Settled or Pre Settled Status apply for this status. Whether or not they secure it is then a matter for the Home Office.

What are we doing?

- 2.16 Extensive work has taken place both on assessing sectors at most risk of labour supply shortages and on developing awareness and understanding of the EUSS. There has been a particularly strong focus on developing support across the District for vulnerable groups, of whom Bradford has many. The details of all the work undertaken are outlined below. It is worth noting that our work, particularly in relation to the support for vulnerable groups, has been praised by MHCLG and other local authorities have been interested in adopting a similar model.

Council Workforce

- 2.17 In this context, *workforce* includes both employees and workers who are contracted to the Council, but not contractors or agency workers.

What are we doing?

- 2.18 The key actions taken here are that:
- All staff have received direct messages affirming the Council's support for our EU workforce and signposting relevant staff to guidance and support to assist them through the Settled Status process;
 - Home Office Communications material on the Settlement Scheme has been distributed to all tier 4 managers to allow them to support members of their teams through the process;
 - The Council's Brexit website provides guidance on the EUSS and signposts to the EUSS application site; and
 - The Council has supported a range of activities, including hosting Home Office events aimed at informing employees and all EU citizens in Bradford about the EUSS.
- 2.19 We plan to repeat all of this activity regularly between now and 31 December 2020, the deadline, in a no deal Brexit, for all EU citizens to apply for Settled Status.

Health and Social Care Workforce

What are we doing?

- 2.20 An extensive analysis of Bradford District's Health and Social Care labour force has been undertaken to assess the vulnerability of the sector to loss of EU staff. This analysis, based on national labour forces statistics, survey data from the Skills Care Council and our own local survey of social care providers, shows that Bradford's Health and Social Care sector is less exposed to the risk of workforce shortages caused by the loss of EU staff. Only around 3% of the Bradford social care workforce is of EU origin. This compares to 6% nationally.
- 2.21 Local social care providers have been surveyed to assess their readiness for Brexit. A third of providers (158) replied to the survey. 84% of these providers employed less than 10% of their staff from EU nationalities. Consequently, they did not expect any potential loss of EU staff to have a significant impact on their business. Only 12.5% of all the care providers thought that the loss of EU staff would make recruitment more difficult.
- 2.22 Whilst we are in a better position in this regard than places in the South East and London with a high EU national workforce, we are not complacent. This sector is already experiencing staff shortages. Losing even a small percentage of EU staff could significantly exacerbate this situation. We are engaging with wider initiatives relating to the local Health and Social Care workforce to address these issues.
- 2.23 We are continuing our engagement work with providers. All providers have been given information on the EUSS. There is on-going liaison with providers (including home support, residential, supported living and the VCS) via email, newsletter, provider forums and focussed Brexit events. The Care Provider Alliance Brexit Contingency Planning Template has been sent to all providers and there are on-going meetings with external partners such as Association of Directors of Adult Social Services (ADASS).
- 2.24 National Government, through the Department for Health and Social Care, is providing direct advice and guidance to care providers as part of its "Get Ready" no deal preparations campaign. The Department of Health and Social Care is also providing information and guidance direct to Directors and Assistant Directors of Adult Social Care. We will ensure that all care providers are signposted directly to the latest Government advice.
- 2.25 Whilst, overall, the viability of the local Health and Social Care sector is less at risk of significant Brexit disruption than its national counterpart, securing an adequate future labour supply for this sector remains a major concern for providers. We are working with NHS partners and others in the Health and Social Care workforce, to address this. 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

District Workforce

What are we doing?

- 2.26 The report submitted to Executive on the 5th March contained an economic impact assessment of the business sectors most affected by a no deal Brexit. We have reviewed and updated this economic impact assessment and re-examined our local labour force statistics with the most up to date information.
- 2.27 Overall, our assessment remains unchanged. The Bradford workforce is less vulnerable than some parts of the UK to labour shortages in the event of a loss of EU staff. However, the picture across the whole District is that some sectors will experience a greater impact than others.
- 2.28 This most recent review suggests there are around 13,000 EU nationals employed in Bradford businesses. Around 9,700 are from the Eastern European accession countries. Specific sectors in Bradford that currently employ a large number of EU nationals include:
- Manufacturing, with an estimated 2,000 EU workers;
 - Retail and wholesale, with 2,000 EU workers;
 - Construction, with 1,200 EU workers;
 - Hospitality, with 1,200 EU workers; and;
 - Transport and storage, with 1,100 EU workers.
- 2.29 We are working with business membership organisations such as the Confederation of British Industry, the Chamber of Commerce, the Institute of Directors and the LEP.
- 2.30 The purpose of this work will be to ensure that business awareness and understanding of the EUSS is maximised and that employers are signposted clearly to government guidance and the Settled Status application website.
- 2.31 The Government's "Get Ready" campaign targets businesses directly. Through partners such as the Chamber of Commerce, intelligence is being gathered to better understand whether or not businesses are receiving Government guidance and can access local support to further develop their understanding of the EUSS.

EU Citizens and Vulnerable Groups

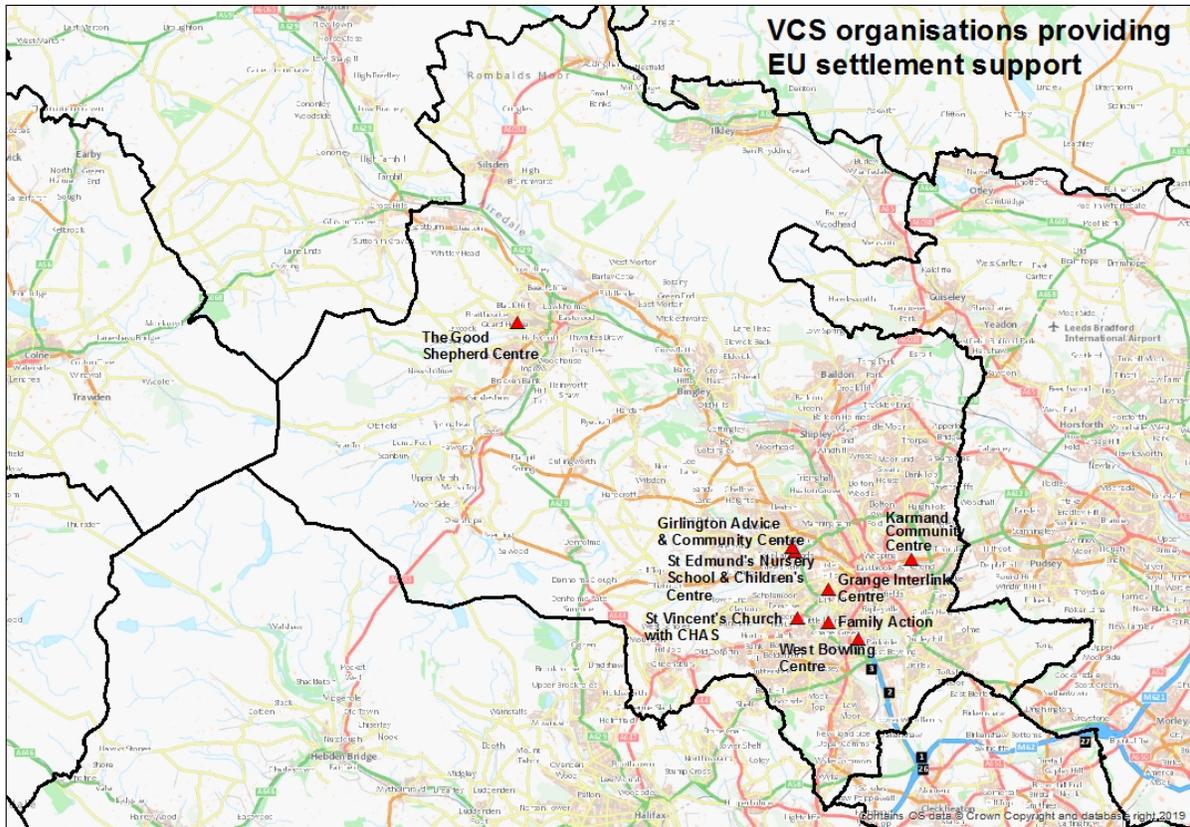
What are we doing?

2.32 The Council has a well developed on-going programme of work in relation to supporting EU residents in asserting and securing their rights to Settled and Pre Settled Status. A particular focus of our work has been on developing support for vulnerable groups. We are:

- Funding five community hubs to provide advice, guidance and support on the EUSS;
- Working with partners across the District through an EUSS Vulnerable Groups Working Group and EU Community Champions Group;
- Working in partnership with other local authorities in a regional EUSS network group;
- Working with MHCLG, the Home Office, Department for Education, and the Department of Health and Social Care as part of a EUSS task and finish group. This has included hosting advice and information sessions in collaboration with the Home Office EUSS team and the Windrush team;
- Working through the regional hub to identify emerging issues with the operation of the EUSS and seeking clarification on the legal and technical issues faced by particular vulnerable groups.

2.33 As approved by Executive on the 5 March, five hubs have been established across the District to support vulnerable people through the Settled Status process. As noted in paragraph 2.5, these hubs have been funded from additional monies awarded to local authorities in the run up to the first Brexit deadline of the 29 March. Approximately £160,000 of the £210,000 awarded to Bradford for Brexit preparations has been allocated to the hubs, with each of the hubs receiving approximately £30,000 each.

2.34 The hubs provide geographical coverage across the city and allow for advice and guidance sessions to be delivered from an easily located place, to which people can be readily signposted. The hubs include the provision of some specialist immigration advice provision that is focussed upon the operation of the EUSS criteria. The map below shows the location of the hubs. There is more than one location for some of these hubs which is why there are more than 5 locations on the map.



2.35 The hubs are formed from partnerships of VCS organisations, with the overall allocation of funding being split between them on operational lines. Each hub partnership has a grant agreement which outlines the support and guidance services each of the hub partners will offer. For example, a grant agreement may include running advice and information sessions in communities, running publicity campaigns, providing translation support and offering face to face advice and guidance. Each organisation receiving a grant has had to submit a proposal outlining the support, guidance and advice services they will offer, full costing and an identifiable set of “deliverables” so that performance can be assessed. Monitoring will take place on a quarterly basis. Legal advice confirms that the advice services funded by the grants, which are free at the point of access, represent permissible state aid.

2.36 The five hubs sit within a broader EUSS programme for vulnerable groups. In addition to the hubs, a multi agency vulnerable groups working group meets monthly. This group is open to a range of partners from the VCS sector and key public services. The group:

- Gathers local intelligence on the continuing support needs of vulnerable groups;
- Suggests improvements to existing provision;

- Links the work taking place across the five hubs with other work taking place across the District.
- 2.37 We highlight and signpost all available help on our website which also contains signposting to the EUSS application page, Government guidance and additional guidance provided by the Council.
- 2.38 Bradford is a partner in a regional EUSS network group. It has participated in teleconferences with MHCLG, the Home Office, Department of Education, Department of Health and Social Care and the Department of Work and Pensions and continues to work with national Government to help develop understanding of how best to enable vulnerable groups to secure Settled Status.

Looked After Children (LAC)

What are we doing?

- 2.39 As a Corporate Parent, the Council is responsible for ensuring it takes all appropriate steps to secure the Settled Status of any eligible LAC. To date, we have identified 84 children and 11 care leavers who are eligible for EUSS. A designated officer in Children's Services is leading the process of ensuring that all eligible children apply for Settled Status. The Government is providing advice and guidance direct to Children's Services directors and running a series of teleconferences providing guidance on supporting LAC through the EUSS. These will be attended by the designated officer.
- 2.40 In addition to LAC, there are also 78 EU citizen children on care plans. Current legal advice in relation to such children is that the Council has a responsibility to ensure that their best interests are secured.
- 2.41 The Home Office has committed to fund the additional burden of local authority work on ensuring that eligible LAC secure Settled Status. In addition, we are planning to support families who come into contact with Social Services who may be eligible for Settled Status.

Supply Chains and Business Continuity

What are the potential risks?

- 2.42 Disruptions to supply chains and their impact have recently received much media coverage, particularly in the wake of the release of the Operation Yellowhammer report. It is widely acknowledged that disruption to supply chains has the potential for wide ranging impact on the availability of essential goods and services and the ability of business and services to maintain business continuity. The main risks identified in the preparedness risk assessment are:

- Potential disruption in food supplies could increase prices and affect public service provision, businesses and the general public;
- Potential disruption in fuel supplies could also increase fuel prices and prevent public service provision, businesses operations and general travel;
- Essential utilities such as water could be affected by disruptions to the supply chain. For example, a shortage of chemicals used in water purification would impact on water supplies. These chemicals are imported from Europe;
- Food and fuel poverty would significantly increase in the event of supply chain disruptions and associated price rises, with the most significant effects being felt by the poorest groups in our community;
- The impact of disruptions to supply chains caused by any delays in imports, price rises and the effect of panic buying or stockpiling could, either independently or in combination, lead to shortages or the non-availability of essential goods;
- Sustained supply chain disruption could cause systemic disruption and degrade the local or national ability to maintain services and infrastructure;
- Any of the above could result in an inability to maintain key Health and Social Care services and put vulnerable groups at risk;
- Businesses could relocate within the UK or internationally, or divert specific economic processes abroad leading to a general economic slowdown;
- The combined impact of supply chain disruption and responsive price increases might lead to suppressed sales with concomitant loss of profitability for companies. This might also lead to reduced consumer spending, with further adverse macroeconomic consequences.

What are we doing?

Fuel

- 2.43 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 LRF. 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 its own fuel supply.

Food

- 2.44 A particular focus for the Council has been ensuring the resilience of food supplies to maintain provision of meals in schools and care homes. FM catering, who provide school meals, have re-run supply checks undertaken in March and are confident in the resilience of their supply chains. They are in weekly contact with suppliers and confident in their preparations to date. Additional work has taken place to ensure that community meals services are secure and residential home food supplies are secure.

Energy and Water Utilities

- 2.45 The LRF has assessed the risks to disruption to water and energy supplies. This risk is being managed at the national level by the Government and utilities companies. The advice we are receiving is that there is no risk to water supply.

Council Services

- 2.46 To ensure that we are confident in the resilience of supply chains for all areas of Council business, all Directors in the authority have been commissioned to re-run risk assessments for contracts and procurement in their areas and identify mitigations for this. The risks to council services are low. A Brexit Preparations Steering Group reviews the risk assessment on a weekly basis.

Commissioned Services

- 2.47 All commissioned services have been contacted to ensure they are conducting their own risk assessments and to ensure commissioned services identify and raise any risks as and when they occur. The risks to council-commissioned services are low. However, we cannot quantify the risk of disruption where these services have extended and complex supply chains.

Health and Social Care

- 2.48 Supply chain risk assessments have been conducted by NHS services. Current risk assessments suggest there is a low risk to disruption of medical supplies and equipment. The advice from national Government is that 6 weeks of supplies exist and health organisations are being disincentivised from stockpiling.

Food and Fuel Poverty

- 2.49 Should food and fuel prices rise as a result of supply chain disruptions, then the impact of this will be felt most heavily by the poorest groups in our community. Bradford is one of the most income deprived local authorities in the country. 22% of children live in families in poverty and 14% of households are in fuel poverty. It is not certain that prices will rise. Some food stuffs could become cheaper in the longer term. However, the consensus of opinion is that prices of food and electricity will rise, at least in the short term.
- 2.50 Bradford Council has a comprehensive anti poverty strategy and well developed partnerships with food poverty networks. It has a "Warm Homes, Healthy People" programme and this programme of support could be increased by 25% with some additional funding. Existing welfare advice services can provide guidance and assistance, the capacity of the Food Poverty Network could be enhanced to

provide additional support and the capacity of the credit union to provide additional support can be reviewed.

Voluntary and Community Sector

- 2.51 Work is on-going with VCS partners to identify and assess risks. Presentations have been given at forums such as CNet on the implications of Brexit and VCS partners are actively engaged in a range of our Brexit preparations (including being invited to be part of our Bradford Partner Group). However, given the diversity and range of the sector, there is a lack of information overall on how well prepared the sector is for a no deal Brexit. Services such as the provision of food banks could be affected by disruptions to food supply chains, price rises and stockpiling. We are working with VCS partners to highlight these issues and consider how best to mitigate risks.

Transport

What are the risks?

- 2.52 The key risks are that major road transport routes could become congested if, for example, delays at ports and changes to supply routes result in traffic backlogs. The probable use of trunk roads adjacent to ports areas as export transport holding areas will further restrict traffic capacity. The interdiction of transit freight within EU ports may also reduce the supply of available haulage units and so reduce transport capacity within the UK. It is also possible that this accumulated disruption could have a knock-on effect on commuting times and general travel.

What are we doing?

- 2.53 We are working closely with the LRF and gathering information from port authorities to assess on-going preparations. The LRF rate the risk of any major traffic disruption in the Bradford and West Yorkshire region as low. There are plans in place to deal with any potential increase in traffic or delays at ports and no major disruption is expected.

Schools

What are the risks?

- 2.54 For schools there is a range of potential risks from a no deal Brexit that it is important to understand and prepare for. These include: ensuring school meals services can be maintained in the event of food supply chain; EU citizens who are either members of staff or pupils and their families understand how to secure their rights to Settled Status; and school trips to Europe are clearly risk assessed in relation to travel arrangements, documentation and any potential delays. There are other potential effects. Pupils and families may ask for advice and

guidance from schools or individual pupil support needs may increase, for example, if particular pupils are concerned about their rights and the impact of Brexit. It is also possible that school communities would be affected by any community tensions around Brexit.

What are we doing?

2.55 As noted earlier in this report, a particular focus has been on assessing supply chains to ensure continuity in the provision of school meals. This service is secure. We have also checked which schools are undertaking school trips to EU countries on or around the 31st October. At the moment, we are only aware of two such schools. All schools are being sent updated guidance in the week beginning 23 September. The Department for Education is working directly with schools to provide advice and guidance on preparing for Brexit and we are ensuring that we signpost schools to this advice. This advice covers preparations for all the risks identified above. We will continue to work closely with schools to ensure guidance and support is available as and when required. Our youth service is already engaged in work with young people across school communities and undertaking work around engagement, reassurance and understanding EUSS rights.

Contracts, Procurement, Regulation and Inspection

What are the risks?

2.56 In the event of a no-deal Brexit, the UK will leave the EU and will immediately cease to be bound by the system of rules, regulations and procedures that forms the EU free trade area. When this occurs, unless any new arrangement is made to regulate trade with the EU (which trades as a single bloc with non-members), the UK will initially fall back on the default WTO system, under which trade is conducted on a country-to-country basis, using a “most-favoured-nation” trading arrangement for each trading commodity. The key immediate issues are:

- The legal status of current legal contracts and commercial arrangements with EU companies would be unclear because the UK would become a “third country” overnight;
- Current contract clauses and procurement process may leave the Council liable for increased costs if, for example, import duties are imposed;
- Data held in EU countries may not be accessible because there is no time to secure data security adequacy judgements from the EU;
- Regulation and inspection framework changes may impact on Bradford Council services, other public sector partners and businesses;
- In the event of no-deal, a likely scenario is that certain controlled foods that are not meat or dairy might be held in inland external temporary storage facility (ETSF), pending the outcome of physical checks. This might require checks to be made in local authority areas.

What are we doing?

Contracts and Procurement

2.57 There is an on-going legal review to assess the implications of the impact of no deal on contracting and procurement processes. In the event of a no deal Brexit, it is possible, for example, the Council becomes liable for paying duties on imported goods. The risk of this can be mitigated by changes to standard contractual clauses and the incorporation of a Delivered Duty Paid (DDP) provision. Where necessary, contracts will be changed to ensure risks are mitigated.

Data Regulation and Access

2.58 A full review of all Council data sources is being conducted. We have identified a small number of contracts where data is being held in centres outside the UK and we are working with legal services and providers to ensure risks are mitigated.

Regulation and Inspection

2.59 We are awaiting communications from national Government on how the regulatory framework on the movement of goods (including environmental health and food standards) might change in the scenario of a no deal Brexit. This is important as we do have some importers of products not of animal origin. The Food Standards Agency (FSA) has said that more funding will be available later this year but, even if additional funding is made available, this will not increase the supply of qualified environmental health officers. There is a shortage of qualified environmental health officers so there will not be sufficient capacity to carry out any additional work. The issue has been raised with the FSA. One solution may be to have regional ETSF inspections rather than local. This issue is being pursued with the FSA via the West Yorkshire Food Liaison Group.

Local Economy

What are the risks?

2.60 The consensus amongst economic forecasters has not changed since the assessment reported to the Executive on the 5 March. Some sectors will be much more affected than others. 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 Research & Development sector and agriculture.
- 2.61 A report by the London School of Economics (LSE), 2017, estimated the likely impact of a soft and hard Brexit on economic productivity for Local Authority districts drawing on the likely impact of Brexit on Gross Value Added (GVA). This is an Office for National Statistics measure used to assess economic productivity. The report estimates that a “soft” Brexit would see a fall in GVA of 1.2%. A “hard” Brexit would see a fall in GVA of 2.1%.
- 2.62 Using the LSE GVA figures to estimate potential jobs losses, Bradford could lose between 2,000 and 4,000 jobs in a hard Brexit scenario over the next few years. A soft Brexit could see the loss of 1,000 to 2,000 jobs
- 2.63 As per national forecasts, it is expected that there will be an impact on some manufacturing. This is due to a combination of high export levels, with the EU accounting for 60% of all exports, and almost 1 in 10 workers in the sector being EU nationals. Within manufacturing, chemicals, textiles, food and automotive are predicted to be hardest hit and these are all activities that are prominent in Bradford District. Local intelligence suggests that a number of prominent food manufacturers have a high proportion of EU workers. Other sectors that are considered particularly vulnerable nationally are Construction, Financial Services and Agriculture.
- 2.64 Across the economy as a whole, our economic impact analysis suggests that the impact of a no deal Brexit on Bradford businesses may not be the same as nationally. For example, our local financial services sector tends to serve a domestic market so may not be as affected by Brexit. Our economy is centred on domestic and global markets and Brexit may provide new trade opportunities. However, specific sectors, such as sheep farming and manufacturing, are at high risk from a no deal Brexit.

What are we doing?

- 2.65 The Council has undertaken a review of the economic impact assessment reported to Executive on the 5 March and updated this in line with the latest intelligence on the likely economic impact of a no deal Brexit. This is based on local intelligence gathered from partners, such as the Chamber of Commerce, the LEP and WYCA, and a review of national reports and statistics. This latest review confirms that there are sectors, such as food and drink and agriculture, which are particularly at risk from a no deal Brexit, but that the Bradford economy may be less exposed than the wider regional and national economy. This is partly because much of our business is focussed on a domestic market and our export market is global.

- 2.66 The Council continues to work closely with our businesses, partners such as the Chamber of Commerce, WYCA and the LEP to:
- Develop our understanding of the potential economic impact of Brexit and the opportunities it might present;
 - Review how best to support businesses in their preparations for Brexit;
 - Ensure there is a co-ordinated response, at District and regional level, to supporting business through appropriate signposting, guidance and advice.
- 2.67 We are working closely with the Chamber of Commerce to gather intelligence on the support needs of Bradford businesses and meet their information and guidance needs. A single point of access enquiry site is being set up for businesses and we are undertaking a sector review of information needs. For example, we have identified that there are 320 sheep farmers in the Bradford district who are particularly at risk in the event of a no deal Brexit. We are currently liaising with the National Farmers Union to ensure that guidance and information on how to prepare for a no deal Brexit is provided to these farmers.
- 2.68 The LEP 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; drawing on our own in house resources to support businesses; and focused support to maintain record-high levels of inward investment and exports after Brexit.
- 2.69 The Government's Get Ready campaign is targeting businesses directly and providing advice and guidance on how best to prepare for Brexit across different business sectors. A range of Business Preparation Events are being run by national Government. Officers from the Economic Development Unit will be attending these.

Public Finances:

What are the risks?

- 2.70 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 region will have lost 7-10% productivity two years after leaving the EU in the event of a no deal Brexit. The Office for Budget Responsibility's Fiscal Risks

Report, July 2019, estimates that a no deal Brexit *adds around £30 billion a year to borrowing from 2020-21 onwards and around 12 per cent of GDP to net debt by 2023-24.*

- 2.71 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).
- 2.72 Any short or long term supply constraints in the event of a no deal Brexit may also increase the cost of delivering Council services.
- 2.73 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?

- 2.74 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. Any significant financial impact will be met from contingency funding.
- 2.75 We are working in collaboration with Directors of Finance across the region to better understand the potential financial impact of Brexit and how best to protect against the risks.

Communications and Community Leadership

What are the risks?

- 2.76 The risk preparedness assessment identifies the following issues:
 - Businesses, VCS groups, EU citizens, Bradford residents and key public services may not get the information they need to prepare for a no deal Brexit;
 - As the Brexit deadline gets closer, particularly if the current levels of uncertainty continue, there may be 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;
 - A district wide and shared approach to communications is required to ensure the partners work closely together and are acting on the same intelligence

and information.

What are we doing?

- 2.77 In the run up to the original March 29th Brexit deadline, extensive work was undertaken in relation to communications and leadership and this work has continued to be developed. The work has included:
- Forming a multi agency communications working group to co-ordinate communications across the district and ensure all guidance and signposting is clear and up to date;
 - Developing a corporate message of reassurance and support for EU employees, along with signposting to the Government Settlement Scheme Page;
 - Issuing guidance and signposting on Brexit preparations to schools.
 - Preparing signposting advice on business preparation for Brexit;
 - Developing a Brexit webpage. This contains signposting to guidance and advice sites for EU citizens, local businesses, residents and VCS groups. It can be found at www.bradford.gov.uk
 - Organising a range of information and guidance events on the EUSS, including hosting advice and presentations from the Home Office EUSS team and the Windrush team;
 - Conducting presentations at forums, such as CNet and the Care Providers Forum, to help VCS partners and care providers develop their understanding of the impact of Brexit;
 - Working with the regional hub and participating in a range of teleconferences and regional groups to ensure Government is receiving up to date information on the issues Bradford faces in preparing for Brexit.
- 2.78 Following the launch of the Government’s “Get Ready” campaign on September 9th, we will review all our communications to ensure that they are co-ordinated with the Government campaign and utilise a range of physical and digital communications to ensure messages reach as many people as possible. A comprehensive communications toolkit has been prepared by Government and communications will utilise this toolkit. As noted earlier in paragraph 1.7, the Government has invested an estimated £100 million in communications and we are working to embed these national messages in our local approach, such as directing people to the national ‘Get Ready’ campaign through our Brexit website (www.bradford.gov.uk).
- 2.79 The “Get Ready” campaign also includes updated advice and guidance which is being sent direct to specific sectors in the economy, such as hauliers, and to key services, such as Health and Social Care.
- 2.80 The communications working group met on the 19 September to:

- Review our communications strategy;
- Ensure on-going co-ordination of communication across the District;
- Ensure all communications are consistent with the latest Government advice and guidance;
- Identify any communication gaps.

2.81 Further communications work will be based on the outcome of the review meeting and further guidance from national Government.

Community Safety

What are the risks?

2.82 The key risks here are that:

- Brexit fuels a rise in community tensions and disaffection with the political process. This could be reflected in, for example, a rise in hate crime or increasing disputes within communities between different groups;
- Public order issues arise in the event of severe shortages of essential goods and services, or prices, rises and stockpiling.

2.83 To date, we have received no evidence to suggest that either of these issues will be significant in the Bradford District.

What are we doing?

2.84 Community safety and cohesion run throughout all of the Brexit preparations. This is because if we prepare fully for the risks posed by a no deal Brexit, we ensure that the risks of community tensions rising, hate crime increasing and threats to public order are minimised.

2.85 More specifically, the Hate Crime Action Plan incorporates a Brexit strand and there is on-going monitoring of hate crime statistics and reports of community tensions to identify if any issues are emerging. Any such issues will be dealt with as part of normal policing and community responses.

2.86 We have held two community engagement events with over 50 VCS partners in attendance at each event to understand and address any community concerns and tensions. The youth service has also run consultations with over 200 Eastern European young people to identify their concerns around Brexit. The second engagement event and consultations reinforced both the need for on-going support and guidance around the EUSS and that there should be a strong emphasis on celebrating the strengths and successes of Bradford as a multi-cultural, diverse community. We are now considering a further community engagement event.

2.87 We are working closely with the LRF and Hate Crime Alliance, and drawing on the knowledge of neighbourhood teams, ward officers and councillors to continue to monitor and review community safety and cohesion.

3 OTHER CONSIDERATIONS

3.1 As this report has highlighted, there is a great deal of work taking place in regional bodies, for example, West Yorkshire Trading Standards, the LEP and WYCA on Brexit preparations. Government is working with LRFs on contingency planning and, as part of the Get Ready campaign, a host of Brexit readiness events are being organised by Government.

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 working with the leads in each local NHS organisation 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;
- **Police:** We are working closely through the LRF framework to understand the issues raised by a no deal Brexit and how we prepare for these. We worked with the Police to organise a second Community Engagement Event 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;
- **VCS sector:** We have presented at two CNet events on the implications of Brexit for the VCS and are working with the Bradford Voluntary and Community Service Alliance on issues related to Brexit. Both our community engagement events were held in partnership with the VCS. Five VCS community hubs have been funded to provide active and guidance on the EUSS and we work closely with a range of VCS groups on developing our EUSS support;
- **Business community:** We are working with partners, such as the Chamber of Commerce and the WYCA and LEP, to understand the current views and plans of the business community, and are doing what we can to roll out supportive communications through our economic development teams. We are participating in an upcoming Business Brexit Readiness event hosted by the department for Business, Energy and Industrial Strategy;
- **Bradford University:** We are in regular dialogue with the University on the workforce and research implications of Brexit;

4. FINANCIAL & RESOURCE APPRAISAL

4.1 The overall financial and resource implications will depend on which Brexit scenario unfolds. The Medium Term Financial Plan includes our latest financial approach to reflect this uncertainty in future budgets.

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 critically reviewed it. It will advise further as the situation develops. Legal officers are monitoring the current litigation relating to the immediate status of Parliament and will keep under review the interplay between the European Union (Withdrawal) (No 2) Act 2019, which may have the effect of deferring Brexit, and the Government's avowed intention to leave the EU on the 31 October 2019. These are issues that the Council, as with all other local authorities, will need to keep under consideration.

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 that eventuates. However, it should be noted that the UK equality legislation will not initially be affected by Brexit, although withdrawal from the EU will remove the compulsory application of EU equality directives

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 ASSESMENT

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 additional £104,000, awarded by Government in August 2019 to help with Brexit preparations, be held in readiness to deploy to cover eventualities which the Council may need to react to over the coming weeks in this fast changing environment.

11. ANNEXES

11.1 Annexe 1 provides a Brexit Preparedness Risk Assessment.

Annexe 1

Brexit Preparedness Risk Assessment

EU Settlement Scheme		
Specific Risk Area	Brief Risk Description	Preparedness Rating
<i>Council Workforce</i>	Ensure EU employees are aware of EUSS rights and can access guidance and support to secure their rights.	High
<i>Health and Social Care Workforce</i>	Ensure employers and employees are aware of EUSS rights and the need to secure Settled Status.	Medium-Low
<i>District Workforce</i>	Ensure employers and employees are aware of EUSS rights and the need to secure Settled Status.	Medium-Low
<i>EU Citizens and Vulnerable Groups.</i>	There are an estimated 37,000 EU citizens living and working in Bradford. To date, 5, 270 have applied for Settled Status. Bradford has a range of vulnerable groups at risk of losing rights to live and work in the UK if they do not secure Settled Status.	Medium-Low
<i>Looked After Children</i>	The Local Authority has a legal responsibility to ensure LAC secure Settled Status. 84 eligible LAC identified and 11 care leavers.	High
Supply Chains and Business Continuity		
Specific Risk Area	Brief Risk Description	Preparedness Rating
<i>Fuel</i>	Disruption to fuel supplies impacts on provision of public services, businesses and the community.	High
<i>Food</i>	Food shortages affect public service provision, businesses, care of vulnerable groups and the general public.	High
<i>Energy and Water Utilities</i>	Any disruption to supply chains would affect the provision of these basic utilities affecting all sectors of our community.	High
<i>Council Services</i>	Supply chain disruptions leads to reduced capacity to provide a range of Council services.	High
<i>Commissioned Services</i>	Supply chain disruption leads to disruption to ability to maintain services and infrastructure.	Medium-High
<i>Health and Social Care</i>	Shortage of medical supplies and equipment could result in vulnerable groups being put at risk.	Medium-High
<i>Food and Fuel Poverty</i>	Supply chain disruptions and price rises could intensify the impact of food and fuel poverty, affecting the most vulnerable in our community.	Medium-Low
<i>Voluntary and Community Sector</i>	Supply chain disruptions result in the inability to maintain services and protect vulnerable groups.	Medium-Low

Brexit Preparedness Risk Assessment

Transport		
Specific Risk Area	Brief Risk Description	Preparedness Rating
<i>Traffic Congestion and Disruption</i>	Major routes could become congested.	High
Schools		
Specific Risk Area	Brief Risk Description	Preparedness Rating
<i>Understanding and Preparing for the Range of Ways Brexit Can Affect Schools</i>	For schools, there is a range of ways in which a no deal Brexit will impact. These include: Settled Status for staff and pupils and their families; securing supplies chains to maintain provision such as school meals, dealing with potential increases in demand for information and guidance and planning for schools trips.	Medium-High
Contracts, Procurement, Regulation and Inspection		
Specific Risk Area	Brief Risk Description	Preparedness Rating
<i>Contracts and Procurement</i>	Contracts and procurement processes may need changing to account for changing legal and regulatory context and the UK being designated a third country in terms of trade rules and regulations, in a no deal Brexit	Medium-Low
<i>Data Regulation and Access</i>	Data sources held in Europe may become inaccessible due to change in legal status of UK.	High
<i>Regulation and Inspection</i>	Environmental health checks may be moved in land from ports. There is a shortage of qualified staff to undertake these checks. This is true across the country.	Medium-Low
Local Economy		
Specific Risk Area	Brief Risk Description	Preparedness Rating
<i>Economic Slowdown</i>	The impact of Brexit leads to economic slowdown, reduced investment and businesses leaving the area. If this happened, and it is not certain, the local economy would grow less quickly than currently predicted.	Medium-Low

Brexit Preparedness Risk Assessment

Public Finances

Specific Risk Area	Brief Risk Description	Preparedness Rating
<i>Reduced Public Revenues</i>	Reduction in public finances due to economic shock of no deal Brexit and reductions in council tax/ business rates and other income streams.	High

Communications and Community Leadership

Specific Risk Area	Brief Description	Preparedness Rating
<i>Information, guidance, Advice and Public Reassurance</i>	As Brexit approaches, demand for advice, guidance and information services may increase. There may be a need to reassure our communities and residents and ensure all sections of our community are provided with clear and easy to understand information on Brexit. There is also a need to ensure that messages are co-ordinated and shared with key partners.	High

Community Safety

Specific Risk Area	Brief Description	Preparedness Rating
<i>Rise in Hate Crime and Community Tensions</i>	Brexit could lead to a rise in hate crime and community tensions. There are potential threats to public order if, for example, there are severe food or fuel shortages.	High

