

## **Report of the Leader to the Executive Committee to be held on 5<sup>th</sup> January 2021**

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### **Subject:**

An update on Bradford Metropolitan District Council's Preparations for Brexit.

### **Summary statement:**

The paper provides an update on District wide preparations for Brexit including a no deal Brexit.

The Brexit transition period ends on 31 December 2020. From 1 January, the UK will no longer be part of the EU single market, customs union or any trade deals negotiated by the EU. Negotiations continue on a new trade deal, but, regardless of whether or not we leave the EU with a trade deal, substantial changes affecting all sectors of society will occur from 1 January as a result of leaving the EU.

Since the referendum in 2016, officers across Bradford Council have been monitoring the evolving situation around Brexit and working on our preparations. This paper outlines our current work on the impact in advance of the end of the transition period.

The current policy environment around Brexit is fast-paced and subject to change between the time this paper is published and the Executive meeting. If necessary, the verbal update provided at the Executive meeting will outline any significant changes that have occurred.

This report has not been included on the published forward plan as an issue for consideration until now as there is still ongoing uncertainty around the final outcome of the Brexit negotiations this close to the end of the transition period and Executive require a timely update on events. As it is impractical to defer the decision until it has been included in the published Forward Plan the report is submitted in accordance with paragraph 10 of the Executive Procedure Rules set out in the Council's Constitution.

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Joanne Hyde

Strategic Director Corporate Resources

Report Contact: Phil Witcherley

Phone: (01274) 431241

E-mail: [phil.witcherely@bradford.gov.uk](mailto:phil.witcherely@bradford.gov.uk)

Report Contact: Kevin Brain

Phone: 01274 432982

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

**Portfolio: Leader**

**Overview & Scrutiny Area: Corporate: All**

## 1. Summary

1.1 The UK is currently under the transition period following its exit from the European Union. This transition period ends at 11pm GMT on 31 December 2020. From the 1 January 2021, the UK will cease to be part of the EU single market, customs union and all trade deals negotiated by the EU.

1.2 Nationally, the Government has been preparing for the end of the transition period by:

- Attempting to negotiate a new trade deal with the EU. At the time of this report being written, the outcome of these talks remains uncertain; whatever the outcome, substantial changes will occur as a result of leaving the EU and will affect all sectors of society.
- Introducing a new border control system to be phased in in three stages from 1 January 2021.
- Introducing new legislation, such as the Internal Market Bill, and introducing a new immigration system from 1 January. EU residents in the UK have until the end of June 2021 to achieve settled status.
- Launching a new national public information campaign. This campaign has been accelerated over the past month, with a particular focus on business preparations under the strap line "Time is Running Out".
- Working directly with businesses to encourage preparations for the end of transition including: running a series of preparation webinars, sector specific preparation workshops and consultations, and directly writing to businesses to raise awareness and provide guidance and advice. A programme of direct outreach and engagement with hauliers and haulage managers will run through to the end of March 2021.
- Working directly with public services. Sectors such as Health and Social Care, housing and education are all being targeted directly with advice and guidance. All NHS organisations have had to appoint Senior Responsible Officers for end of transition planning.
- At District level, Government is working through LRFs to co-ordinate and implement contingency planning around issues such as transport and protection of key supply chains and services.

- Focussing the EU Settlement Scheme (EUSS) on supporting vulnerable and marginalised groups.

### 1.3 At District level:

- We have been planning for Brexit since the referendum, including under the assumption of a no deal Brexit.
- In November and December, Directors and Assistant Directors ran business continuity checks for all council services, assessing risk to services against the following criteria:
  - Supply chains;
  - Workforce;
  - Legal/regulatory changes;
  - Customs and tariffs;
  - Finances;
  - Changes in service demand.
- Following Executive approval, we have spent the majority of the £210k (£194,500) allocated from Government for Brexit Preparations on VCS organisations engaged in providing EUSS support across the District. This has supported residents (particularly those from vulnerable communities) through the settled status process. The remainder of the funding has been used for communications activity around Brexit.
- Secured additional funding from the Home Office (HO) of £150,000 to further develop and extend our support for our EUSS eligible citizens who fall into the category of vulnerable groups.
- Continued to work with our partners across the public service, business and community sectors to co-ordinate and align Brexit preparations. This has included working directly with Health and Social Care colleagues, the LRF, local business organisations such as Chamber of Commerce, and with regional bodies such as WYCA. Through this work, we have communicated the “Bradford Beyond Brexit” messaging, underlying the fact that all people continue to be welcome in the district, and directed our EU citizens to advice and support.

- Continued to work directly with national Government and key departments such as the Home Office, Defra and BEIS.

1.4 Council services and partners have worked hard to identify and mitigate the risks that may occur as a result of Brexit. However, both the unfolding impact of Covid 19, and the inevitable changes leaving the EU will bring, means that assessment and preparations take place in a changing and uncertain context.

## **2.0 Latest National Picture**

2.1 From 1 January, the UK will no longer be part of the single market, customs union or any international trade treaties negotiated by the EU for its member states. At the time of writing, negotiations are still ongoing. In the absence of a negotiated deal, the UK will revert to trading with the EU on WTO terms. Regardless of any new trade deal, there are inevitable changes and consequences to EU exit which will be felt from the 1 January 2021.

- For businesses and services there will be new customs formalities, regulations, rules and controls. There will be new tariffs and duties affecting cross border trade, mobility and exchanges of both goods and services. There will be an end to mutual recognition across a wide variety of products and services. Rules on data protection, intellectual property, and inspection and regulatory regimes are all affected. EU laws that have been implemented as UK legislation will remain valid, but there will be freedom to change them to suit the UK's own requirements.
- For citizens there will be significant changes to cross border travel arrangements. UK citizens travelling to Europe will need to take into account changes relating to border checks, visa requirements, health insurance, pet passports, driving licences and roaming charges.

2.2 Nationally, the Government have stepped up preparations for the 1 January by:

- Establishing a new border control system, with new physical infrastructure and a new IT system. The new border control system will be phased in over 6 months to allow time for adjustment. However, the Government's Reasonable Worst Case Scenario (RWCS) warns of potential delays and congestion at borders if businesses do not prepare for the new border control system and if current inspection capacity proves inadequate.

- Introducing the UK Internal Market Bill which has now passed through Parliament and only requires House of Lords approval to become law. The Bill seeks to ensure that the UK internal market is free from any restrictions on trade and movement of goods and makes provision for Northern Ireland, which will require specific customs arrangements in consequence of its border with the Republic of Ireland.
- Launching a national Get Ready campaign and working directly through government departments such as HMRC, BEIS and DHSC with specific sectors and services – for example, businesses involved in import and export, health and social care organisations (NHS England has asked all NHS organisations to ensure they appoint SROs to plan for end of transition), and children’s services supporting children in care eligible for EUSS.
- Focussing EUSS support on the most vulnerable groups. £8 million was made available for VCS services and LAs to bid for. The Home Office is also working directly with children’s services to support applications for eligible EU LAC.
- Introducing a new points based immigration system from 1 January.

2.3 A number of national operational concerns remain and are well-rehearsed:

- Capacity to deal with the on-going pandemic is challenged by a no deal Brexit. Supply chains of medical supplies, collaborative research programmes and the availability of health and social care labour could all be affected.
- The new border control system and business preparations for this new system may not be optimal by 1 January 2021. There remain significant legal, regulatory and customs/tariff changes to be made. There could be significant disruption to the flow of goods, traffic congestion and consequent disruption to supply chains; this will not be confined to ports and staging areas, and could clearly impact across the District.
- Economic and social impacts of the pandemic are likely to be exacerbated by Brexit. Businesses already struggling to cope with the impact of the pandemic may not have the bandwidth to also focus on Brexit preparations. This is particularly likely to be the case in the SME sector. There is a nation-wide shortage of specialist customs advisers to help businesses prepare for the new trading and border arrangements. Overall, the economic and social impact of Brexit is forecast to reduce economic growth and further depress the economy.

Clearly, the breadth and depth of impact will vary by sector. The economic and social impacts will affect the poorest and most vulnerable hardest. For example, potential rises in food or energy prices will impact hardest on these groups.

- Combined impact on health and social care of rising Covid cases in winter, winter flu and Brexit will stretch local services beyond capacity. Nationally, this is being modelled in table top exercises and will be part of winter planning at District level. The DHSC is working directly with health providers to prepare for the impact of Covid-19, winter flu and Brexit. Hospitals have appointed SROs responsible for end of transition planning. This planning has been integrated with Covid planning. The LRF is leading on emergency planning for Brexit but has identified a lack of capacity among partners to simultaneously contingency plan for Brexit, Covid and Winter Flu.
- EUSS scheme needs much more developed support for vulnerable groups, of which Bradford has many. Further, given that nationally only 41% of applications secure pre settled status, this means that over the next 3-5 years approximately 1.5 million EU citizens will need to reapply to secure permanent settled status, should they wish to guarantee their rights to live and work in the UK indefinitely. Failure to reapply will mean they will be treated as a foreign national and their right to remain in the UK will be subject to immigration law at that time.
- Securing EUSS for eligible children in care remains the legal responsibility of local authorities but EUSS applications are very difficult and complex to process in some cases.
- Communications processes are fragmented and subject to constant update. Ensuring a shared understanding of risks and joined up approach to mitigating risks at local level is crucial.

### **3.0 What Bradford Council Has Done to Prepare**

#### **Overview**

3.1.1 We have been working on Brexit preparations in the District since the UK voted to leave in June 2016. In recent months, we have had an organisation wide review of Brexit preparations, risks and mitigations to ensure operational readiness for Brexit.

3.1.2 We have also integrated Brexit planning with corporate risk planning and winter planning processes. Emergency planning will support the Council and West Yorkshire

Resilience Forum in preparing for Brexit as part of winter preparedness planning. More broadly, responding to the longer term impact of Brexit on our economy and community will be incorporated into our wider Covid recovery strategy.

- 3.1.3 Whilst there are a number of mitigations in place to handle the likely risks, there are a number of areas where, organisationally, we lack the capacity to deal with the full implications of a no deal Brexit. In the event of no deal, legal and democratic services have identified that it has limited capacity to support other Council services with guidance on consequent legal and regulatory changes and environmental health have limited capacity to implement new customs and regulatory inspection processes if they are moved inland away from ports and terminals. This is a nationwide issue, connected to whether there is no deal or a deal is achieved.
- 3.1.4 We are working closely with colleagues in Health and Social Care services to ensure operational readiness. Planning in the health sector is being organised centrally and integrated with Covid and winter planning. CCG colleagues report being as well prepared for Brexit as they can be given current knowledge and context.
- 3.1.5 We have focussed our own Brexit planning for transition around four key issues:
- Communities and vulnerable groups;
  - Operation readiness;
  - Economy and business;
  - Communications and keeping people informed.

### ***Communities and vulnerable groups***

3.1.6 Here, we:

- Have guaranteed funding for our District wide EUSS support until the 31 March 2021. We have achieved a very high percentage of EUSS applications:
  - To date, 26050 applications for EUSS have been made in the Bradford District. Our ONS estimated population is 26,000 (subject to a 95% confidence interval of 15,000 to 35,000);
  - 61% of our EUSS applicants have achieved full settled status and 35% pre settled. We have successfully secured more full settled status applications than the national average of 58%. We also have a large number of applications from U18s, 23% compared to 18% nationally. 50% of all

applications are from our Polish and Slovakian communities. Approximately 4 % of applications are listed as other outcomes.

- There is still much work to be done before the deadline of the end of June 2021. Our actual EU population could be over 35,000 and it is possible that up to 25% of Bradford's eligible EU citizens have not yet applied for EU citizenship. Many of these will be vulnerable and marginalised groups. Further, our EU citizens who have been awarded pre settled status will have to apply to the EUSS again within the next 3 years if they want to secure their rights to live and work in the UK. There is no national system of support for this.
- **Vulnerable EUSS groups:** In October 2020, we successfully led a bid, in co-operation with VCS partners, to secure HO funding of **£150,000** to build on our existing District wide EUSS support services for vulnerable and hard to reach groups, of which Bradford has many. The LA is the lead in a consortia of 6 VCS organisations working with Adult Social Care and Children's Services, aiming to provide support to ensure 3000 additional EU applications from hard to reach and vulnerable groups before the EUSS application closure date of 30 June 2020. We are working closely with our colleagues and the Home Office to set up the programme working around Covid restrictions.
- **Children in Care (LAC)** – There are currently 134 eligible EU children in care. This is 10% of all children in care. 13 have secured British citizenship and 14 settled or pre settled status. Applications are in process for other children. The number of eligible children has risen over the year as new children have come in to care. We have put in place a system specifically designed to ensure we can identify and apply for all our eligible LAC. This system has a lead officer, specific admin support and a beginning to end tracking system which allows: identifying eligible LAC including newly presenting children; auditing document gaps; tracing identification documents; securing missing documents and securing legal advice where necessary. Applications are costly, complicated and protracted and it is the legal responsibility of the LA to ensure applications are made for eligible LAC. We are working closely with Home Office colleagues to identify issues and the best ways to support LAs to ensure LAC secure their rights.
- Working with Health and Social Care colleagues to ensure a common understanding and approach is taken in relation to health care charges and

access to services for EU citizens who have not secured EUSS (or pre SS) after 1 January. Concerns remain that access to public services might prove difficult for those who have secured EUSS because they will only have a digital record to prove this status. Access, privacy and proof of status issues arise because of this. These are being raised with relevant services.

### ***Groups at Risk of Food and Fuel Poverty***

- As reported below, we have assessed our own food services to schools to ensure we have supply chain security and mitigations in place to cope with any potential disruption. We believe these plans are robust. We can also support children in care homes if those homes were to experience any disruption.
- We remain concerned that Brexit may add to the impact of Covid on the poorest and most vulnerable groups in our community, for example the food and fuel poor. Potential supply chain disruptions and price rises would impact heavily. The risk is uncertain but real.
- Consequently, we have worked with VCS partners to run business continuity checks on their services and we have integrated the risk posed by Brexit to vulnerable groups into our wider Covid-19 recovery plan. Public health colleagues are leading on a wider food strategy for the District.

### ***Social Cohesion***

- We continue to monitor social cohesion and hate crime. There are no particular concerns at the current time related to Brexit;
- It is unlikely but possible that, should there be severe delays to food imports or price rises for staple goods, there could be protest leading to public order issues. The LRF has identified this and standard policing and community support responses would be initiated should any issues arise.

### ***Economy, Business and Workforce***

3.1.7 Brexit has been referenced in the new Council Plan and the Economic Recovery Plan.

3.1.8 We have also conducted further analysis to identify the size of the logistics sector in Bradford and the number of EU companies, including the 750 EU owned companies and 1000 logistics firms. Most of the logistics firms are small in size.

- 3.1.9 The impact of Brexit will vary by sector and depend on unknown factors such as the terms of any new trade deal negotiated with the EU and other trade deals. Particular sectors likely to be most impacted in Bradford are chemicals, textiles, automotive engineering and agri-food. Further, the haulage and logistics industry will have to make substantial preparations for the new border control system being introduced. Bradford's agricultural and agri-food sectors will be hit by Brexit. Impact will vary by area and produce – sheep, beef, poultry, grains etc., and depend on any new trade deal negotiated. Changes to tariffs, customs and regulatory procedures around, for example, rules of origin, export health licences and sanitary/phyto sanitary inspection will have significant impact.
- 3.2.0 Some sectors' economic viability, such as sheep farming, may become severely compromised. The agri-food sector is particularly vulnerable to any barriers which create trade friction. Depending on the type of Brexit, costs on livestock could rise between 5% and 10% and crops 2% to 5%. Regardless of the type of Brexit, in England the government proposes to phase in a radical change in land and countryside management policy, moving away from landholding subsidies to a system of agricultural payments which are contingent upon the provision and stewardship of public goods, such as water quality, natural flood management or soil quality.
- 3.2.1 We are continuing to work closely with WYCA, LEP and CoC colleagues to ensure that businesses are aware of the impact of the legal, regulatory and border control changes businesses need to comply with and have access to sources of guidance and support to enable them to check their preparedness. We are also working closely with partners at regional and national levels to better understand the likely impact of Brexit on different sectors and likely support needs of businesses.
- 3.2.2 Government is providing additional funds at regional level to support business preparation. We have been working closely with WYCA colleagues to identify business support needs to help them prepare for and manage the transition process. WYCA are putting in place a package of support to help businesses respond to the end of the Transition Period, which will include a response service linked to the region's Growth Hubs giving firms 1-2-1 support and then some additional specific advice on Legal and Financial issues. WYCA expect the support to be in place early next year. The full range of support can be accessed here: <https://www.the-lep.com/lets-talk-brexit/> for advice and support.
- 3.2.3 Officers in economic development:

- Have been working closely with Government and taking part in bi weekly Trade Forum meetings with the LEP, Chambers of Commerce and Department for International Trade. They are also offering direct advice and guidance to businesses that contact them. They have also run a business preparations workshop which reached over 100 local businesses. A recording of this session is still available on our webpage.
- Are promoting 10 Chamber of Commerce workshops on preparing for Brexit and working with the LEP who are mapping out support available and required across the region.
- Will work closely with our VCS partners to raise employer awareness of the rights of EU citizens to live and work in the UK and develop understanding of the EUSS and its digital status.
- Are regularly reviewing and updating signposting to the latest advice and guidance on Brexit issues via our websites and continue to work with Government, regional and local partners to gather intelligence on the likely impact of Brexit on the local economy and specific business sectors, and assess business support needs. We have included a preparation checklist on our webpage for businesses involved in logistics, haulage and transport to help them prepare for Brexit.

## Operational Readiness

3.2.4 We have reviewed Council services operational readiness for Brexit against the following risk areas: supply chains; workforce; legal and regulatory changes; finances; changes to tariffs and customs and changes to service demands to ensure business continuity.

- **Council Services** are well prepared but risks remain in the following areas:
  - **Legal & democratic services have reported that they** lack capacity to meet service demands for support with new processes but Government is advising individual services directly in any case;
  - **Environmental health.** There would be no capacity to meet additional demands for inspection if required. It is unknown as yet whether or not additional demands for inland inspection will materialise and this is a national problem. We are awaiting more guidance from Defra.

- **Information Governance.** Legal services have already reviewed this area and identified that the main risk is with the Evolve data system. There is a potential risk that data access could be compromised. Discussion are being held with the supplier to consider options. The scale of risk depends on decisions yet to be taken. However, even if all risk cannot be mitigated, the overall impact on Council services would be low. The ICO, the national data processing regulatory authority, is monitoring the situation and issuing guidance.
- **Recruitment.** HR are undertaking an options appraisal with regards to Sponsor Licences and future EU immigration requirements.
- **Children in Care.** We have the processes in place to meet our legal obligations but progress is slow given the complexity of resolving cases and we are working closely with Home Office colleagues to address these issues.

3.2.5 We have also worked closely with partners to assess readiness across health and social care and business sectors, and to assess supply chain risks.

- **Health and Social Care:** The LRF will identify risks to health and social care if there is disruption to supply chains. However, national assurances are being given from NHS England on security of medical supplies and Government advice is to avoid stockpiling. We continue our work with health and social care colleagues to align planning, co-ordinate preparations, identify gaps and provide advice and guidance on mitigating risks where required.
- **Business sector.** It remains unclear how well prepared the business sector is for the new trading and border arrangements being introduced from 1 January. SMEs do not have capacity to prepare for Brexit and Covid; supply chain disruption will occur and there is a nation-wide lack of specialist support and guidance to help businesses.

## Supply Chains

- **Food and medicines:** We have reviewed the security of our food services to schools and support to groups at risk of food poverty. Facilities Management catering services is confident in its supply chains and food provision to Bradford schools. We have integrated plans to support vulnerable groups in our wider Covid recovery strategy.

- **Transport:** LRF identify a moderate risk of traffic congestion on the M62 motorway and at ports which would impact on supply chains. Plans to deal with traffic flow will be coordinated by Highways England, Police and regional LRFs and then locally with Highways, Police and Emergency Management as issues arise.
- **District impact:** the full potential impact of supply chain disruption on the business, community and public service sectors is an unknown and will only become apparent over time. Disruption to supply chains is likely to be particularly acute in the first 2-3 months of the new border operating model going live from 1 January.

## Communications and Keeping People Informed

3.2.6 The Government is running a national communications campaign so we have to follow national messaging around guidance and advice. We:

- Review on a weekly basis our signposting, advice and guidance to ensure it is aligned with the latest Government advice, guidance and support. This weekly review sits in a broader communications campaign which includes working closely with partners across the District in sectors such as health, education and housing to:
  - promote a common message of reassurance and inclusion;
  - dispel misunderstandings and challenge mistaken narratives;
  - raise awareness of the impact of Brexit,
  - promote a common approach to preparing for impact;
  - provide access to advice, guidance and information targeted to different audiences.
- Work closely with other local authorities to share communication resources, knowledge and best practice to maximise support for businesses, citizens and community groups;
- Work closely with the LEP and business organisations such as the Chamber of Commerce to raise business awareness, provide guidance and signpost to sources of support;
- Participate in a range of teleconferences and regional groups to ensure we are consistently reflecting unfolding policy and practice and to ensure the Government is receiving up to date information on the issues Bradford faces in preparing for Brexit.

## 4.0 OTHER CONSIDERATIONS

4.1 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.

4.2 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;
- **LRF:** We are working closely through the LRF framework to understand the issues raised by a no deal Brexit and how we prepare for these.
- **VCS sector:** We have worked with VCS colleagues to conduct a business continuity audit and to identify any emerging issues for their operational readiness. No unmitigated issues have been raised through this process.
- **Business community:** We are working with partners, such as the Chamber of Commerce and the WYCA and LEP, to raise awareness of the need to prepare for Brexit and to provide signposting to advice and guidance on how to prepare. Officers in the economic development team have been providing direct advice and guidance to businesses, run a preparedness workshop and have promoted sector specific workshops run by the CoC. We are doing what we can to roll out supportive communications through our economic development teams.

## 5. FINANCIAL & RESOURCE APPRAISAL

5.1 The overall financial and resource implications will depend on which Brexit scenario unfolds. The main financial impacts are potential additional inflationary pressures upon some goods and services, some of which will be essential with minimal alternative sourcing opportunities. The Medium Term Financial Plan includes provision for inflationary increases at existing levels; and therefore any additional inflationary pressure will need to be funded from reserves initially. The other potential financial impact would be linked to any economic downturn and the consequential impact upon

our business rate and council tax revenues. It is not possible to forecast this at this point in time.

## **6. RISK MANAGEMENT AND GOVERNANCE ISSUES**

- 6.1 As well as the direct risks iterated in this report, there may be circumstances where Brexit potentially aggravates the Council's normal risk-management functions, such as data protection compliance; and these are being recorded in the appropriate departmental risk registers as they are identified.

## **7. LEGAL APPRAISAL**

- 7.1 Legal services has reviewed this report, refining its analysis of regulatory and legal issues. The end of the transitional period will result in all current and future EU directives and decisions ceasing to have legal enforceability in the UK. Government has therefore either preserved them in UK legislation or adapted them in new laws made to fit the future status of the UK. Much of the granular adaptation of these new laws has been delegated to Ministers through powers to make regulations or give directions. The details of this new tranche of post-Brexit legislation remain to be disclosed. It is likely that changes in data protection and state aid law will require reviews of the Council's related activities, and Legal will monitor these changes and advice as the situation develops. Any large scale changes in regulatory or other areas of law will require proportionate reviews of the Council's own activities, and, potentially, its standard contract terms and conditions and procurement practices. This may require external support given the limited resources available to Legal Services

## **8. OTHER IMPLICATIONS**

### **8.1 EQUALITY & DIVERSITY**

- 8.2 The full impact of Brexit on protected groups is unknown and will, in part, depend on the type of Brexit that occurs. It is unclear whether the Government will be providing their own Equality Impact Assessments of any likely deal or no deal.
- 8.3 Some groups might be disproportionately affected by the measures outlined by Brexit. This will include EU nationals, who will need to achieve settled status. Our local

mitigations for this include our investment in the community hubs and support across the district.

8.4 If there are food price rises or disruptions as a result of a no deal Brexit, these are more likely to have a disproportionate impact on lower income households. We are working to mitigate this in part through our work with Facilities Management securing our food supply to support school meals.

8.5 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, the provisions of the Equality Act remain in effect.

## **9 SUSTAINABILITY IMPLICATIONS**

9.1 None directly arising from this report.

## **10 GREENHOUSE GAS EMISSIONS IMPACTS**

10.1 None directly arising from this report. The UK commitments to the Paris Accords are national in nature and unaffected by Brexit.

## **11 COMMUNITY SAFETY IMPLICATIONS**

11.1 Work with the Local Resilience Forum is ongoing to understand and mitigate for any potential threats that might arise.

## **12 HUMAN RIGHTS ACT**

12.1 The Government has not indicated any proposals to repeal or modify the provisions of the Human Rights Act. The UK remains an original signatory to the Human Rights Convention, which is also a fundamental legal instrument of the EU. Other international rights conventions, such as those relating to the rights of children and refugees, will remain in full effect.

## **13 TRADE UNION**

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

## **14 WARD IMPLICATIONS**

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

## **14.2 IMPLICATIONS FOR CORPORATE PARENTING**

14.3 Identified in sections 2 and 3 in relation to Looked After Children.

## **15 ISSUES ARISING FROM PRIVACY IMPACT ASSESSMENT**

15.1 None arising.

## **16. NOT FOR PUBLICATION DOCUMENTS**

16.1 Not applicable.

## **17. OPTIONS**

17.1 Not applicable.

## **18. RECOMMENDATIONS**

18.1 That Executive note this update.