

Any form of Brexit will have consequences for the 42,000 non-UK/Irish EU nationals living in Haringey. The Council is working to support residents to understand what they need to do to protect their status within the UK, and to understand what their rights will be after Brexit.

As the date of the UK's proposed departure from EU, 29th March, approaches this briefing describes how the Council is preparing for possible disruptive impacts across a variety of services and work streams.

Overview of risks:

1. Community Cohesion:

In any Brexit scenario there is a risk of community tensions and the potential for an increase in various forms of hate crime as was experienced following the vote in 2016. The range of outcomes currently being discussed, such as a general election, second referendum or a No-Deal Brexit, could encourage extremism and a polarised atmosphere with potential political protests across London and the UK.

Council preparations:

- The Council will focus strongly on providing reassurance to all the communities within Haringey.
- We are working with our partners to build a picture of the local impact of community tensions. We will work with faith communities, voluntary sector and others to provide reassurance and support.
- We have a close and ongoing dialogue with the police on all matters to do with community tensions. In view of the recent escalation of serious youth violence, we are keen to ensure that local policing is protected.
- We encourage third party reporting of hate crime and positive initiatives to bring communities together.

2. Citizens' Rights

Non British / Irish EU nationals are required to apply for Settled Status before June 2021. The Council is putting in place support to help people apply – particularly those who may not have the documentation or digital skills to apply.

We are concerned about people who may have difficulty in proving their status, or find it difficult to navigate the application process. EU citizens will have until June 2021 to apply but there may be medium to long-term risks for residents, and potential financial risks for the council, if EU citizens fail to obtain settled or pre-settled status.

However we anticipate a lot of anxiety for residents and already some have voiced concern that they will be subject to the Government's 'hostile environment' policy, and could therefore also face discrimination in relation to housing and employment. These concerns were emphasised at the public meeting.

Council preparations:

- We are raising awareness of the EU Settlement Scheme amongst EU nationals in communities as well as identifying and assisting those residents who need help to prepare for this process, including those receiving support from social services
- To ease 'hostile environment' concerns we are developing a holistic communications strategy based on Haringey as an open and welcoming borough. Residents will be

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encouraged to register not only to the settlement scheme but also for their local GP, the electoral register etc.

- We are monitoring the impact of Brexit on EU citizens across a variety of Brexit outcomes most significantly in a No-Deal scenario.
- The table below shows the impact that a No-Deal Brexit would have on EU citizens' rights in comparison to those set out in the draft withdrawal agreement:

	Proposals implementing the Draft Withdrawal Agreement	Proposals in a 'no deal' scenario
Eligibility for settled status	EU nationals and their family members living in the UK by 31 December 2020 will be eligible	EU nationals and their family members living in the UK by 29 March 2019 will be eligible
Timeframe in which to apply	Must apply by 31 June 2021	Must apply by 30 December 2020 - the six-month 'grace period' won't apply
Remedies to challenge a refusal	Administrative review and right of appeal	Administrative review and judicial review
Entitlement of EU citizens with settled status to be joined by close family members	Close family members, where the relationship existed by 31 December 2020, and future children, may apply under the EU Settlement Scheme at any time	May be joined by close family members where the relationship existed by 29 March 2019, and future children, but only until 29 March 2022
Transition / implementation period	Free movement will continue until 31 December 2020	There will be no transition period and free movement laws could end on 30 March 2019 or later. Temporary arrangements will be put in place for EU nationals arriving after this date and before the new immigration system is implemented in January 2021.

4. UK Borders:

There is potential for serious disruption and delays at the UK border, affecting imports and exports. This may have a serious impact on local businesses reliant on trade with the EU. It could also have a disruptive impact on a range of public services.

Council preparations:

- The Council has engaged with all its major suppliers, to highlight risks and ask for assurance.
- We have provided support and guidance to Haringey schools, and to providers in the Care Sector, to help them prepare.

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- The Council provides advice on business continuity planning on its website, and signposts to a range of resources.
- The Council's emergency planning team, as part of the London Resilience Partnership, is involved in planning for a range of scenarios and issues.

5. Data protection:

Some data transfers between the UK and the rest of the EU could be affected if there is no deal, as mutual recognition of data protection standards would cease.

Council preparations:

- We believe Haringey services will not be directly affected by this as our data is hosted in the UK.
- Some specific data sharing issues with authorities in other countries might arise, and we are looking closely at this.

6. Workforce:

There is an awareness that Brexit could have significant implications for specific sectors where the percentage of EU nationals is high. Officers have been engaged with partners and the business community to mitigate risks to local business and staff.

Council preparations:

- Officers have met with CONEL about their interest in, and ability to, increase the focus on skills development for young people and adults, encouraging entry into the social care sector.
- We have engaged with Whittington Health and other colleagues across North Central London regarding implications for the NHS and particularly community nursing
- We are working closely with the construction sector, primarily through the Haringey Construction Partnership, to produce a report on Brexit implications for the sector
- We have contacted all our suppliers and contractors to discuss potential Brexit implications to our supply chains.

7. Partnership Working:

Brexit affects all our local and regional partners and partnership working is at the heart of our preparations. Relying on joint working and communications will be of particular significance in a No-Deal scenario.

Council preparations:

- We are working with the Central London Forward group of boroughs and the London Resilience Forum, who are leading London-wide contingency planning
- We are part of information sharing and reporting arrangements that work both locally, on a pan-London level and directly with central government.
- We have held a partnership meeting with leaders from key public services in Haringey to ensure we have a clear understanding of concerns and preparations.
- We are working with NHS organisations to ensure joined up preparations to protect health and social care.