



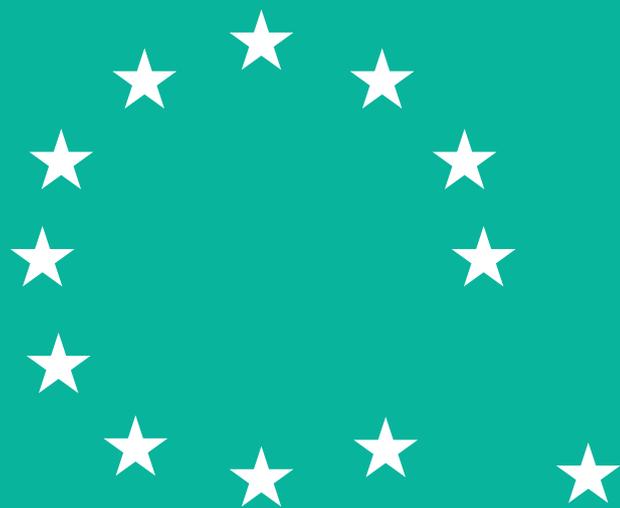
**Fforwm Cymdeithas Sifil  
Cymru ar Brexit**

Wales Civil Society  
Forum on Brexit

# Getting Brexit Ready

A Guide for Small to Large Third  
Sector Organisations in Wales

Version: 2.0 (February 2019)



# What is this document for?

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This document is intended to help third sector organisations in Wales prepare for Brexit by highlighting some key questions to consider and by bringing together various resources.

It covers a very wide range of organisations and is therefore, by necessity, broad. Individual contingency planning and context will vary from sector to sector and organisation to organisation. For this reason, please bear in mind that this guide cannot cover all scenarios and recommendations but can be used as a starting point.

Below you will find a contents list which can also serve as a checklist. If you think a point or question may be relevant to your organisation, then please refer to the section in question for more information.

# Contents and Checklist

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## SECTION 1 – GETTING BREXIT READY – AN INTRODUCTION

- Have you considered the impact Brexit may have on your organisation? Is Brexit on your risk register and do you have a person responsible for Brexit?
- Have you considered indirect impact? Your organisation may be affected by any impact on your beneficiaries, staff, partner organisations, suppliers, your suppliers' suppliers, your usual funders, your local community etc...
- Do you have an internal and/or external communication plan around Brexit for your staff and stakeholders?
- Have you assessed organisational resilience in light of Brexit?
- Will you need to revisit how to achieve your organisation's objectives after Brexit? Maybe with fewer resources or in a new policy landscape?

## SECTION 2 – WHAT IS A NO-DEAL BREXIT? AND WHAT ARE ITS IMPLICATIONS?

- Is your organisation particularly exposed to the risks of a 'no-deal' Brexit?
- Has there been confusion in your organisation about what a 'no-deal' Brexit means and what its implications may be? This section explains it.
- Are you ready for Brexit without a two-year transition period?
- Are you and your partners ready for the switch to the UK Government's Underwrite Guarantee?

## SECTION 3 – EU FUNDING AND THE ECONOMIC IMPACT OF BREXIT

- Do you or your members receive EU funding?
- Have you assessed your reliance on this funding in the long-term if EU funding levels are not matched?
- Are you following the developments around the UK Shared Prosperity Fund? This is the new scheme the UK Government intends to use to replace EU funding.
- Do your beneficiaries include vulnerable individuals? Have you considered the potential effect a negative economic outcome may have on these groups?
- Have you considered that these groups' needs may increase and place further demand on your services?
- Have you considered that funders and investors may tighten their belts due to Brexit uncertainty and its impact on investment income?

## SECTION 4 – EU CITIZENS' RIGHTS AND THE EU SETTLEMENT SCHEME

- Do You employ EU Staff members?
- Do you support or work with groups which may include vulnerable EU citizens?
- EU citizens will need to apply for the EU Settlement Scheme to remain legally resident in the UK.
- Have you considered that you may work with people who will struggle with this process?
- Have you considered the impact this may have on your ability to employ EU citizens in the future?
- Are you familiar with how the scheme will differ if the UK leaves without an agreement (no-deal Brexit)?
- Have you considered that Brexit may worsen skills shortages and even impact on volunteering levels from the EU?

## SECTION 5 – FREE MOVEMENT OF PEOPLE AND GOODS

- Have you determined whether you may be impacted by the loss of free movement rights?
- Will your beneficiaries be impacted? Brexit may make employing EU carers and personal assistants more expensive in the future and increase the cost of importing assistive technologies.
- Do you or your partners rely on supplies coming from the EU? These chains may be disrupted in the Brexit uncertainty.
- Do you or does your sector tend to undertake, facilitate or participate in cross-border activities, such as travelling to the EU for research, meetings, cross-border exchange programmes etc...?

## SECTION 7 - DATA PROTECTION

- Has your data protection officer followed the ICO's guidelines to assess data protection compliance, particularly in the event of a no-deal Brexit?

## SECTION 8 – INFORMATION SHARING AND JUDICIAL COOPERATION

- Do you or your partners work with children and young people?
- Are you familiar with the safeguarding risks associated with the loss of criminal check databases and information sharing systems?
- Do you work with families who may be involved in cross-border family disputes?

**Annex** - A series of model tables which organisations can use as a basic risk register ([digital versions are available for download from the Forum website](#))

# Section 1 - Getting Brexit Ready An Introduction

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Despite the challenges of planning in a vacuum – we recommend that third sector organisations dedicate some time and resources to understanding the risks that Brexit represents to them and in planning appropriately for these.

It is very easy to fall into the trap of waiting to see what happens with Brexit due to major decisions and progress being continuously delayed. This makes planning difficult due to:

**The multiplicity of possible scenarios and the inevitability of planning for scenarios that may not materialise.**

**The lack of information.**

**The need to expend precious time and resources when capacity is already so stretched.**

It is also easy to think that Brexit may not be relevant to your sector or organisation.

**For example, a small mental health charity may not think Brexit relevant to them. But it may be possible to identify indirect impact. For example through cuts to funding impacting partner services and impact on the organisation's beneficiaries through increased hardship and need or the EU settlement scheme.**

**It is recommended that third sector organisations put some time into thinking about the potential impact of Brexit and that they do so in a holistic fashion.**

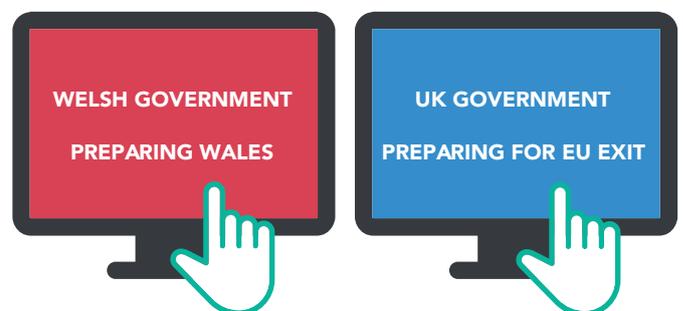
Even if no direct effect is experienced or expected by your organisation, you may want to assess potential impact on:

- Your wider stakeholders.
- Your beneficiaries.
- Your members .
- Your suppliers.
- Your partners.
- Public spending in your area.
- Ongoing participation in EU programmes in the long-term.
- Equally you may think about whether member organisations or partners have identified risks to them which could have a knock-on effect on you.

**For example: do you, your members or partners in your sector rely on suppliers from the EU? Even if your direct supplier is based in the UK – do they source supplies from the EU? It is important to remember that transit through or from the EU may be several times removed from your most immediate supplier.**

## Some overarching steps your organisation can take:

The UK and Welsh governments have put together dedicated websites to help prepare for Brexit:



- Do you have a person designated as Brexit lead in your organisation?
- Do you have a Brexit risk register to track and assess Brexit related risks (see our annexes, editable versions of which are [downloadable on the website](#)).
- Do you have a communications plan to keep your members / beneficiaries / stakeholders apprised of the implications of Brexit for you and them?
- Do you have an internal communications plan around Brexit? This may be useful if you employ EU staff members for instance.
- Have you assessed your organisation's resilience in light of Brexit?
- Will your organisation need to revisit how it achieves its objectives, potentially with fewer resources or in a new policy landscape?
- Is your organisation aware of the potential areas where policy and legislation may change as a result of Brexit and are you feeding into consultations and debates on these? You may want to consider changes beyond those relevant to your specific area of work like data protection.
- Has your organisation done some scenario mapping to prepare for different possible outcomes?

# Section 2 – What Is A No-Deal Brexit And What Are Its Implications?

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In March of 2017 the UK triggered Article 50 of the Treaty on European Union which started a two-year negotiating period before the UK formally exits on 29 March 2019. Crucially, under this process, regardless of the outcome of these negotiations – the legal default is that the UK leaves.

After nearly two years of negotiations the UK and EU reached an [agreement on the UK's withdrawal in November of 2018](#). This package contains two texts:

**The Withdrawal Agreement** on the **terms of the UK's withdrawal** which provides for the transition period, citizens' rights, the Irish Backstop and the financial settlement. Once signed this document is legally binding on the UK and EU and essentially, is about what happens on and immediately after Brexit day.

**The Political Declaration:** which will serve as a skeletal **starting point for the future negotiations** with the EU on topics such as immigration, trade and security. Importantly, this document is not legally binding and is at most – a political statement of intent. Its content is highly likely to change over the years which will be necessary to negotiate the future relationship.

# What is a No-Deal Brexit?

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The term 'no-deal' Brexit has been used and understood in various ways. For the purposes of this document, it refers to leaving the EU without the above described Withdrawal Agreement and Political Declaration. See the bullet point list further below for some potential no-deal implications.

**Please note:** it has been reported that individuals occasionally mistakenly understand the term 'no deal' to mean no Brexit at all. This is inaccurate – cancelling Brexit altogether – also referred to as revoking article 50, was the subject of the **Wightman Case** where the ECJ ruled that the UK:

- **Can revoke article 50 unilaterally – it does not need the agreement of the EU.**
- **That this must follow a democratic process (what this would involve specifically is not known).**
- **That were the UK to remain – it would be so under current terms (the UK currently has preferential membership terms in the EU compared to other Member States – this means it would keep them).**

For more information on the Wightman Case – [see this UK in a Changing EU Article.](#)

At the time of writing, it remains very uncertain whether the Withdrawal Agreement will pass a vote in the House of Commons – if it does not and agreement cannot be reached on another option (such as extending or revoking article 50) – the legal default of a 'no-deal' Brexit will occur.

# Preparing for a No-Deal Brexit

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A no-deal Brexit would be the most disruptive outcome for the third sector. While leaving with an agreement would provide at least a 2-year transition period, in the event of a 'no-deal' scenario, a lot will change very quickly from 30th of March 2019 onwards (or later if the exit day is delayed).

It is not possible to accurately predict all the precise implications of exiting the EU without a withdrawal agreement at this point. See this [briefing](#) by the Institute for Government for the different types of 'no-deal' outcomes.

We do know [that it will be very difficult to mitigate, and that there is not enough time to make all the necessary preparations.](#) Despite the spectrum of possibilities, organisations should consider planning for the extreme.

# Potential implications of a no-deal Brexit:

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The UK Government has published a paper on the implications of a no-deal Brexit for businesses and trade which may be useful starting point for scoping out risks. [View it here](#).

- No transition period would come into play.
- EU Law would cease to apply in the UK.
- Some UK Government policies and legislation that would otherwise come into play after the transition period would be needed immediately. Some of these may not be ready in time, like the new Immigration policy so alternative arrangements may be put in place (see Temporary Leave to Remain below).
- The UK would lose access to EU judicial cooperation and information sharing mechanisms. This would have particular ramifications for safeguarding children and young people.
- The UK will leave the EU single market and customs union and consequently, no longer benefit from the four freedoms (free movement of people, services, goods and capital).
- Some continuity would be provided by domestic Brexit legislation – but this cannot replicate those aspects which require reciprocity from the EU (like with healthcare arrangements) or individual member states ([such as guaranteeing some UK citizens' rights](#)).
- New immigration and visa requirements for EU citizens living and working in the UK
- Temporary decreased availability of certain products like fresh food
- A stronger impact on the economy including a further drop in the value of the GBP.
- An immediate end to EU funding – which will then have to be covered by the [UK Treasury's underwrite guarantee](#). (see funding section below for more information).

## For information on the risks of a no-deal Brexit and help in planning, see the following

(there is also more information available in the thematic sections further on in the guide):

- Brexit Civil Society Alliance - [A No Deal Brexit: Impacts On Rights, Standards, Governance And Transparent Law-Making](#).
- The UK Government has released a series of technical notices to help businesses and organisations prepare. [See the complete list here](#).
- [The Welsh Government no-deal Brexit web portal](#)
- The Welsh Government's [Business Brexit Portal](#) which includes a tool to assess your preparedness.
- [The UK Government's site for businesses](#)
- [The Scottish Government's equivalent](#).
- UK Government - [EU Exit Operational Readiness Guidance Actions the health and care system in England should take to prepare for a 'no deal' scenario](#).
- Senedd Research - [Preparations for a No-Deal Brexit](#)
- National Assembly – Preparing for Brexit Reports on: [Welsh Ports](#) – [Healthcare and Medicines](#) – [Food and Drink](#)
- [Institute for Government on Government, Business and Devolved Administrations no-deal Brexit preparations](#).
- [Wales Audit Office – Preparations in Wales for a 'no-deal' Brexit](#).

# Section 3 – EU Funding And The Economic Impact Of Brexit

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There are three dimensions to consider here – the loss of EU funding and access to EU programmes, replacing these funding streams in the long term (the Shared Prosperity Fund) and the wider economic impact of Brexit.

## EU Funding

If the UK leaves with the Withdrawal Agreement, then organisations will be able to continue to bid and participate in programmes until the end of the current multiannual framework (2014-2020). Programmes will be able to run their full course which is until 2023.

The UK's future participation in programmes beyond Brexit will be subject to UK-EU negotiations.

In the event of a no-deal Brexit, the Treasury has issued an underwrite guarantee to ensure that funding awarded in the 2014-2020 programme is still awarded. [See this page for a full list of the schemes](#) covered and for further contact details. In Wales, much of this will be guaranteed through the Welsh Government. Auditing and reporting requirements are not expected to change. If you are eligible for the guarantee, you may need to submit information about your project on [this UK Government page](#).

With regard to Erasmus+ and the European Solidarity Corps, the UK Government is trying to ensure current activities can continue uninterrupted in the event of a no-deal Brexit and will include these programmes in the underwrite guarantee. However it notes that UK organisations may wish to consider bilateral arrangements with partner organisations to enable their projects to continue.

For Erasmus+ and the European Solidarity Corps' underwrite guarantee, organisations will need to initiate claims through the Grants Management Function accessed through GOV.UK, and it is anticipated that registration for Erasmus+ and ESC claims will be available from late February 2019. Organisations will be required to provide details of their EU funding entitlement and evidence that their Erasmus+ or ESC project will be able to continue following the UK exit from the EU as part of the claim process.

For more information on [Erasmus+ and the European Solidarity Corps in a no-deal Brexit situation](#), please see this note and this [update by the National Agency](#).

# Replacing EU Funding: the UK Shared Prosperity Fund

While the Treasury's guarantee will ensure the continued payment of this existing round of funding, replacing these funding streams beyond 2020 is less certain. It is known that the UK Government intends to introduce the 'UK Shared Prosperity Fund' for this purpose, but little is known about it at this point. Wales is the biggest net beneficiary of EU funding in the UK, so the design of the UKSPF will be highly important to many organisations.

The Forum published a blog in 2018 summarising some of the work on replacing EU funding in Wales at that time: [Brexit and Civil Society Funding in Wales – The Path Travelled so Far](#).

See also this blog from the WISERD Project: [The Shared Prosperity Fund should give Wales a future – not just a cheque](#).

**The UK Government is expected to publish a consultation on the Shared Prosperity Fund in 2019. Some key questions organisations in Wales are keen for more information on include:**

- Whether the fund will match existing funding levels, and whether it will be adjusted to match the increase Wales would have otherwise seen had Brexit not occurred.
- What the governance arrangements will be and to what degree its administration will be devolved to Wales.
- Whether its design and administration will provide for partnership working between the public, private and third sectors.
- Whether it will allow for the same level of long-term planning as provided by the EU's multiannual framework.
- To what degree the administrative processes will be simplified compared to the EU's approach.
- Whether the quantum of the fund will be based on need and more generally how this will be calculated.
- Whether social cohesion, equality and human rights will underpin the fund.

For more information and work done to date on the Shared Prosperity Fund by the Equally Ours (formerly the Equality and Diversity Forum), Joseph Rowntree Foundation, National Assembly for Wales and the All Party Parliamentary Group on Post-Brexit Funding:

- [Wales Civil Society Forum on Brexit's Third Sector Funding page](#).

# Economic Impact of Brexit

Even if your organisation does not directly receive EU funding, Brexit is expected to have an overall negative impact on the UK's economy. The value of the GBP has already fallen since the referendum and a no-deal Brexit may trigger a further drop. Any fall in the value of the pound will raise inflation and put pressure on real incomes and spending.

## You may want to consider these questions:

- Do you, your partners or your usual funders **rely on investment funding**? Brexit uncertainty may have a negative impact on investment funding.
- Do your beneficiaries include **vulnerable individuals, people living in poverty or people reliant on at risk services**? Any hit to the economy is likely to impact these individuals and services the highest and this may **increase need**.
- Have you considered the impact Brexit may have on **local communities and their economies**? This may be of relevance to rural areas where farming may face increased tariffs, or where sectors which traditionally rely on labour from the EU (like slaughterhouses and fruit pickers) may face recruitment challenges.

# Section 4 – EU Citizens' Rights And The EU Settlement Scheme

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## EU Citizens and the EU Settlement Scheme

This section is about EU Citizens living in the UK. Guaranteeing the rights of UK citizens living in the EU will be up to individual member states. For information on what each state has done so far, please see this summary page by the [Institute for Government](#).



After Brexit EU citizens will need to apply to the EU Settlement Scheme to continue residing legally in the UK. This will be an **online application process** which can be completed by a smartphone, tablet, or computer. However, if you apply with an Android Smartphone, you may not need to send in supporting evidence separately.

If you are an employer, you may want to consider an internal communications plan or conversation with any EU members of staff about undergoing this application process. As an employer you will also need to remain informed about changes to the [UK's immigration policy](#) as a part of your pre-employment checks. These are not expected to come into force until 1 January 2021

As a third sector organisation, if you support vulnerable individuals or EU citizens are amongst your beneficiaries, you may want to consider a communications plan or having the information to hand as a part of your services.

The Home Office is currently in the process of allocating funding to voluntary and community organisations to make more support for vulnerable EU citizens available. For more information on the support that will be available called 'Assisted Digital Service', which includes a hotline, hubs in community locations and home visits in certain places, see the links below. Please note however that at the time of writing, there are very few locations in Wales where hubs and home visits will be available.

- [Assisted Digital Service locations.](#)
- [Locations where ID documents can be scanned.](#)
- [Information for Community Groups](#)
- [Employer Toolkit](#)
- [Immigration after Brexit in the event of a no-deal Brexit](#)
- [Information and contact details for applicants](#)

## In the event of a No-deal Brexit:

The UK Government has said that in the event of a no-deal Brexit, the EU Settlement Scheme will still roll out as planned. [See this policy paper here for the full information.](#) **In this scenario however, there will be some changes:**

- **The deadline for applying would be 31 December 2020 instead of 30 June 2019, as there would be no 6 month grace period.**
- **As there would be no 2-year transition period, only EU citizens who are resident in the UK by 29 March 2019 will be able to apply to the Settlement Scheme. EU citizens arriving after that date will need to apply for Temporary Leave to Remain (see below for more information).**
- **The UK Government will cease to apply the EU's deportation threshold after 29 March 2019 and will instead apply the UK threshold.**
- **For more information on the implications of a no-deal Brexit on EU citizens' rights and the rights of UK nationals in the EU, [see the following page.](#)**

## Temporary Leave to Remain:

In the event of a no-deal Brexit, after the 29 March 2019 the UK Government has outlined that EEA citizens will still be able to enter the UK as they do now. However as the [new immigration system](#) will not be in place in time, they will need to apply for **Temporary Leave to Remain** to stay for longer than 3 months. This will grant permission to stay for up to 36 months and beyond that, an application will have to be made under the new immigration system.

There will be no requirements to stay for less than 3 months.

[See this UK Government page for more information on applying for Temporary Leave to Remain.](#)

## For more general information in the event of a no-deal Brexit see:

- [UK Government no-deal arrangements for EU citizens.](#)
- UK Government policy paper: [Immigration after 30 March 2019 if there is a no-deal Brexit.](#)
- For details of the UK Government's new immigration policy which are enshrined in the [Immigration and Social Security Coordination](#) (EU Withdrawal) Bill, see [these explanatory notes.](#)
- See also the [work done by the Bevan Foundation on the new immigration policy here.](#)

# Section 5 – Free Movement Of People And Goods

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After Brexit (be that either on 29 March 2019 in the event of no-deal or after a 2-year transition) the free movement of goods and people will cease to apply and instead depend on the future arrangements between the UK and the EU. "Organisations should be aware that"

- Movement to and from the EU may be more difficult and carry additional costs, both for goods and people.
- This may be relevant to organisations who support people who rely on EU staff (carers, personal assistants).
- It may also be relevant to organisations working the arts and cultural sector due to increased barriers to the free movement of artists, performers and musicians.
- Importing products like assistive technologies may carry more cost, and come with less easily enforceable consumer rights.
- It may become more costly to work within EU networks if travel is required.
- It may become more difficult to work with short and longer-term EU volunteers and cross-border mobility programmes may not longer be available (like the EU Solidarity Corps).

**For more information on how importing from and exporting to the EU will change, see below for more information:**

[UK Government's Partnership Pack to help businesses prepare for changes at the UK Border after a no-deal Brexit.](#)

See this [Letter from HMRC on Actions for Businesses to Take Now to be Ready for No-Deal](#) on subjects like changes to the VAT system, importing and exporting and applying for an Economic Operator Registration and Identification (EORI) Number.

**For more information on how changes to free movement may effect UK and EU Citizens, please see these resources:**

[European Commission's notice on travelling between the UK and EU after Brexit](#), which contains useful information on how border checks will change for people, medical treatment, insurance, driving licences, travelling with pets, customs and duties.

[UK Government essential information pack for UK Nationals living in the EU.](#)

[UK Government Policy Paper on UK citizens Rights in the EU after Brexit.](#)

UK Government Important EU Exit information for UK nationals if there's no deal. It highlights that UK citizens' access to healthcare may change, that people travelling to the EU should buy travel insurance, changes to the rules relating to driving licences and driving in the EU. Individual arrangements in many areas are still uncertain however and may vary from state to state.

The [EU Commission has published a no-deal contingency plan](#) which calls on EU Member States to take a generous approach to UK nationals living in the EU, however it is important to remember that it will be up to individual states, and in some cases, even local authorities.

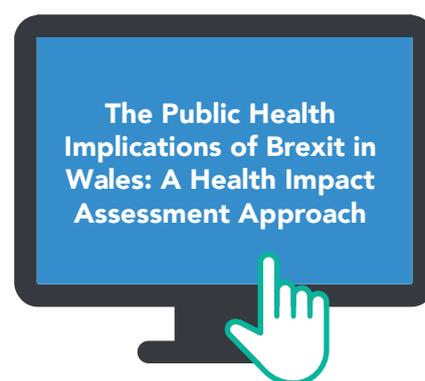
# Section 6 – Health And Social Care, Food And Medicines Supply

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## Brexit and the Health and Social Care Sector

Public Health Wales have written a comprehensive impact assessment on the implications of Brexit for the health and wellbeing of people across Wales.

If you work with vulnerable groups – this is a very useful starting point for assessing the potential implications for your beneficiaries.



## You may want to consider some of the following questions:

- Does Brexit pose a risk to your organisation's activity and its beneficiaries? You may want to think about your own funding, whether your third sector partners or local statutory services are at risk.
- Could Brexit trigger an increase in need for your beneficiaries? Perhaps through indirect impact to the local community, or through increased hardship due to increases in the price of food...
- Could Brexit compound any recruitment and retention difficulties your sector is facing?
- Are your beneficiaries likely to be directly impacted by policy changes due to Brexit? For example it is currently uncertain whether the blue disability parking badges will continue to be recognised in the EU, or whether it will still be viable for EU staff to be directly hired by individuals as carers and personal assistants due to increased costs in the long-term.

# Continued Supply of Food, Medicines and Medical Supplies

Due to potential disruptions in the free flow of goods after Brexit, there has been information circulating about the potential for shortages of food and medicines. Vaughan Gething AM, minister for Health and Social Services outlined [the Welsh Government's concerns and contingency planning in this area](#) before the Senedd on the 22 January 2019 (para 234+).

[Andrew Evans, the Chief Pharmaceutical Officer for Wales stressed in this video](#) message that there was no need to stockpile medication and that people should continue to obtain medication as they usually would. This message has been echoed by the UK Government who note that sufficient contingency measures have been put in place to ensure no interruptions of medications occurs because of Brexit.

The Welsh and UK governments have stated that there should be no risk of food and medicines shortages. There may be less availability of selected products (such as fresh food) in the short term. The more pressing concern is the potential impact of increases in prices. People and organisations are recommended to continue as they usually would at this point. Panic buying and stockpiling may only make things worse, and further expose those most vulnerable to risks.

See the UK Government's [hub on information for the health and social care sector with guidance for contingency planning in this area is available here.](#)

See also this [EU Exit Operational Readiness Guidance Actions the health and care system in England should take to prepare for a 'no deal' scenario.](#)

You may wish to familiarise yourself with preparations being done by local authorities:

- Here is the [guidance provided by the UK Government to local authorities in England and Wales](#). It includes the contact details of [Local Resilience Fora](#), which are multi-agency partnerships responsible for coordinating responses when civil contingencies are necessary. They have been leading on this work with regard to Brexit.
- See also [WLGAs Brexit Preparedness Toolkit here.](#)

# Impact on Rural Communities

The Senedd has published a guide on [how changes in the rural economy post-Brexit may impact on healthcare and health/inequalities after Brexit](#). It highlights the potential for direct impact due to short-term reduction of GDP, increased costs of trade and restricted recruitment from the EEA. It also notes risks in a no-deal scenario attached to restricted access to medical supplies. Indirect impact is also identified on farmers' mental health due to changes to agricultural policy and subsidy regimes, as well as consequences of the replacement of EU funding programmes for economic development and rural community development for income inequality.

## Further information:

- The UK Government has issued [detailed guidance on healthcare when travelling to the EEA](#)
- [What to expect on day one of a no-deal Brexit in the supply of medicines and medical devices](#)
- [UK Government - Medicines supply: no-deal Brexit preparation plans update](#)
- [Medical devices and clinical consumables: no-deal Brexit preparation plans update](#)
- [Getting medication](#)

# Section 7 – Data Protection

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- Do you exchange personal information with organisations in the EEA?
- Do you use cloud based services where the servers are physically located in the EEA?
- Organisations are recommended to map out their data flows and review practices.
- You may need to update your privacy statements post-Brexit (which could be as soon as 29 March 2019).

The ICO has published this [myth-busting blog](#) about Brexit and Data protection. The main take away for organisations is to **not assume that you do not need to take any actions – especially in a no-deal scenario**. While you may not have a cross-border element to your service, you may have information stored on [servers physically located in the EU if you use any cloud-based services](#).

A variety of resources have been made available by the UK Government and the Information Commissioner's Office. See below:

- A good starting point is this: [Data Protection and Brexit - Is your organisation prepared page by UK Government](#).
- The ICO has an [introductory blog available here](#) to walk you through their resources on this topic.
- Their [detailed guidance can be found here](#).

# Section 8 – Other

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## Information Sharing and Judicial Cooperation.

For organisations working with children and young people, it is noteworthy that after Brexit the UK will likely lose access to EU information sharing databases. These include for instance:

- The Schengen Information System II (SIS II) which shared information on missing people.
- The European Criminal Records Information System (ECRIS) which allows authorities to check whether individuals from another member state have any convictions.

The loss of these and other systems may have implications for the safeguarding of children and young people.

For a more comprehensive overview of the risks in this area, see [this Institute for Government Report, and particularly, Table 1 therein.](#)

### Further information:

- UK in a Changing EU: [Safeguarding Children After Brexit.](#)

## Family Law - Judicial Cooperation and the handling of civil legal cases in a no-deal Brexit.

If your organisation works with children, young people and families from the EU, then you may want to familiarise yourself with likely changes to cross-border family law after Brexit.

The EU provides structures which govern certain cross-border civil cases, particularly in the field of family law. These cases often involve abducted children, child maintenance, or the adoption of children from the EU.

In a no-deal Brexit scenario there will be an impact on the legal processes in these types of cases, as well as ramifications for the judicial cooperation involved in adoption, safeguarding and information sharing. See the links below for more specialist information:

- UK Government - [Family Law Disputes Involving the EU after Brexit.](#)
- [UK Government's no-deal Brexit technical notice.](#)
- [House of Commons Justice Select Committee – Implications of Brexit for the Justice System.](#)
- Law Society – [No-Deal Brexit Guidance: Practical Recommendations for Family Law.](#)

# Further Resources For Information On Brexit

Below are some stand out resources of objective information on Brexit and how to prepare for it:

- [Institute for Government's Brexit resources](#) – and specifically their [Brexit Next Steps Guide](#)
- [UK in a Changing EU](#) – regularly produces expert academic coverage of Brexit
- Wales Civil Society Forum on Brexit – [Publications](#) and [Resources Pages](#)
- [The Brexit Civil Society Alliance Website](#) – which generates and shares large amount of quality information
- [Brexit Civil Society Project from the Human Rights Consortium in Scotland.](#)
- Cytun: Churches Together in Wales – [Preparing for a no-deal Brexit: a quick summary](#)
- Welsh Government – [Preparing Wales Website](#)
- UK Government – [Prepare for EU Exit Website](#)
- [Public Health Wales Impact Assessment](#)
- [WLGA Brexit Preparedness Toolkit](#)
- [Art Council of Wales Brexit Briefing](#)
- [The Institute for Public Policy Research's report](#) on the Charity Workforce Post-Brexit.
- UK Government – [No-Deal Technical notices](#)
- [No Deal Brexit information from the Office of Civil Society](#)
- [The Implications of a no-deal Brexit for Cardiff Council](#)
- [Charity Connect: Brexit and Charities – Ask me Anything](#)
- [NCVO's Brexit Factsheet](#)

# 1 Workforce

Do you have staff members from the EU?

Do you have staff who have family members from the EU?

Have or do you in the future, want to recruit from beyond the UK?

Risk	Impact	Questions to consider	Notes
<p><b>EU Settlement Scheme</b></p>	<p>Associated cost and stress for staff and their families. Links to research on the risks to vulnerable people can be <a href="#">found here</a></p>	<ul style="list-style-type: none"> <li>• Have you / and any relevant staff familiarised yourself with the <a href="#">EU Settlement Scheme, the UK Government's information on this and its associated cost?</a></li> <li>• Will you support staff with this process? Do you have a communications plan?</li> <li>• Have you considered taking part in the pilot scheme if your organisation and staff are eligible, so as to reduce the burden later on?</li> </ul>	
<p><b>Lower EU staff morale</b></p>	<p>Impact on quality of work, staff satisfaction, knock-on impact on wider workforce morale.</p>	<ul style="list-style-type: none"> <li>• Do you have members of staff who are EU nationals?</li> <li>• Have you considered its impact on staff family members and how it may affect staff wellbeing and prospects in the UK?</li> <li>• Are you - and are they - aware of potential changes to their rights post-Brexit?</li> <li>• Have you had internal conversations about their wellbeing and their plans in light of Brexit?</li> </ul>	
<p><b>Loss of existing EU staff and drop in recruitment of EU staff.</b></p>	<p>Staff shortages, increased burden on the rest of the workforce, worsening of pre-existing skill shortages.</p>	<ul style="list-style-type: none"> <li>• Have you assessed your organisation's reliance on EU staff and whether Brexit will create / affect skills shortages? Are you planning for the financial impact this may have?</li> <li>• Have you assessed how any loss of staff and compounded recruitment difficulties would impact on the work and wellbeing of other staff members?</li> <li>• Have you considered the impact on the quality of your services?</li> </ul>	
<p><b>Harder to recruit volunteers from the EU</b></p>	<p>The free movement of volunteers in the EU may end.</p>	<ul style="list-style-type: none"> <li>• Have you assessed your organisation's reliance on volunteers from the EU?</li> <li>• Does your organisation facilitate or take part in any cross-border projects that may be impacted by restrictions to volunteer and staff mobility?</li> <li>• If so have you planned for new administrative requirements and fees?</li> </ul>	
<p><b>New immigration burdens on managers</b></p>	<p>Managers and HR staff will need to familiarise themselves with new immigration controls.</p>	<ul style="list-style-type: none"> <li>• Have you and relevant staff familiarised yourself with potential changes to immigration systems?</li> <li>• More information on this is expected from UK Government, but <a href="#">see this outline of the recommendations from the Migration Advisory Committee's report on EEA migration.</a></li> </ul>	

# 2 Impact on funding sources and finances

Have you assessed how your organisation's funding sources may be impacted by Brexit?  
Including public donations, government funding and wider philanthropic investment?

Risk	Impact	Questions to consider	Notes
<p><b>Loss of EU funding</b></p>	<p>Loss of specific funding streams; in a 'no-deal scenario' UK Government has committed to honour EU funding up until 2020.</p>	<ul style="list-style-type: none"> <li>• Have you assessed your organisation's reliance on existing sources of EU funding? Have you received EU funding in the past?</li> <li>• Has your organisation started planning in case EU funding is not matched after Brexit?</li> <li>• A no-deal outcome will mean you can only bid for EU funding up until 29 March 2019. Have you prepared for this?</li> <li>• <a href="#">See the Funding technical notices here</a> and this <a href="#">factsheet</a> by the UK Research Office.</li> <li>• Are you aware of and planning to contribute to the consultation on the Shared Prosperity Fund in December 2018 (possible delays until 2019)?</li> </ul>	
<p><b>Wider economic impact on organisations, businesses and public finances</b></p>	<p>Potential cuts to public spending, further strain on existing services, increased competition in bidding for contracts, impact on quality of services.</p>	<ul style="list-style-type: none"> <li>• Have you made budgetary plans for a no-deal Brexit scenario?</li> <li>• You may need to assess the efficiency of your organisation and explore options for improvements (use of volunteers, reducing costs etc.).</li> </ul>	
<p><b>Reduction in wider philanthropic donations and investment, particularly from within the EU</b></p>	<p>Further squeeze on organisations' budgets.</p>	<ul style="list-style-type: none"> <li>• Does your organisation rely on charitable donations? Have you projected how these may change after Brexit?</li> <li>• Do you receive, directly or indirectly, investment originating from the EU? There is evidence to suggest that international investment in the UK is dropping and this may concern wider philanthropic investment as well.</li> </ul>	
<p><b>Loss of humanitarian aid funding</b></p>	<p>Potential for programme termination</p>	<ul style="list-style-type: none"> <li>• If your organisation delivers humanitarian aid programmes under European Civil Protection and Humanitarian Aid Operations( ECHO) funding, have you familiarised yourself with the <a href="#">technical notice</a> on this?</li> <li>• Depending on the circumstances (particularly if the UK based organisation is not the lead), the project may end abruptly in a no deal scenario.</li> </ul>	
<p><b>Increased transit costs</b></p>	<p>Increased costs in supply chains due to customs duties and checks at the border, costs associated with visa applications for staff mobility etc.</p>	<ul style="list-style-type: none"> <li>• Have you assessed whether you and/or your suppliers and partners are reliant on supply chains from the EU?</li> <li>• Does your work involve staff travelling outside of the UK? Have you planned financially for the increased administrative burden and cost?</li> </ul>	

# 3 Impact on communities in Wales

Have you assessed the immediate risks of Brexit to your beneficiaries?

Have you reviewed your service offer or client offer?

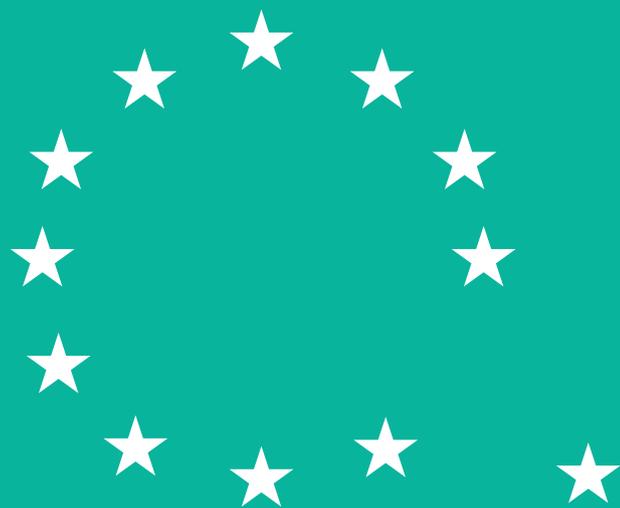
Risk	Impact	Questions to consider	Notes
<p><b>EU Settlement Scheme</b></p>	<p>Cost of the application will be high for some families, wellbeing concerns, technical and physical barriers, risks of misinformation, some people may incur unnecessary expenses, criminalisation if application not submitted.</p>	<ul style="list-style-type: none"> <li>• Do you or any of your member organisations work with vulnerable people who may need information and/or support around the scheme?</li> <li>• Do you have a communications plan to discuss this with both staff and beneficiaries?</li> <li>• Are you aware that <a href="#">funding is being made available by the UK Government for organisations to facilitate their supporting people with the scheme.</a></li> </ul>	
<p><b>Strains to social cohesion</b></p>	<p>Risks to wellbeing, increased need for support, increases in hate crime and discrimination.</p>	<ul style="list-style-type: none"> <li>• Do you need to increase awareness of the support services available?</li> <li>• If your organisation supports victims of discrimination, have you considered whether Brexit would trigger another rise in hate crime? Disabled individuals were particularly affected by a rise in hate crime in 2016/2017.</li> <li>• Have you factored a potential increase in demand for services into your organisation's plans?</li> </ul>	
<p><b>Shortages of medicines and other supplies (in a no-deal scenario)</b></p>	<p>Impact on physical and mental health of disabled and vulnerable individuals.</p>	<ul style="list-style-type: none"> <li>• Have you assessed whether you and/or your member organisations work with people reliant on medicines with supply chains from the EU?</li> <li>• Have you seen the <a href="#">UK Government portal for the health and social care sector on Brexit?</a></li> <li>• Do you have a communications plan around these risks?</li> <li>• Have you familiarised yourself with the UK Government's contingency plans for medicines and the medicines that are at risk? <a href="#">This information is here.</a></li> </ul>	
<p><b>Increased economic hardship and squeeze on household incomes</b></p>	<p>Depreciation of sterling resulting in increasing inflation and lower returns for individuals supporting families abroad. Increased need for support services both statutory and third sector, risks to poorest.</p>	<ul style="list-style-type: none"> <li>• All models of Brexit are expected to have a negative impact – have you considered how this may affect your beneficiaries?</li> <li>• See the <a href="#">UK Government economic forecasts here.</a></li> <li>• Are you in a position to monitor its impact on beneficiaries?</li> <li>• Do you need to raise awareness with public funders of the increased need due to Brexit?</li> </ul>	
<p><b>Wellbeing risks due to harmful narratives</b></p>	<p>Fears of having to leave the UK, of being accepted, feeling alienated.</p>	<ul style="list-style-type: none"> <li>• Have you assessed whether your beneficiaries' needs will be impacted by Brexit? Brexit may have triggered fears around belonging, about staying in the UK, of discrimination.</li> </ul>	

# 4 Impact on policy, legislative and wider contexts

Have you assessed whether your beneficiaries' rights and relevant standards are at risk?

Do you use EU-wide networks, research and data?

Risk	Impact	Questions to consider	Notes
<p><b>Loss or less access to EU Networks and infrastructure</b></p>	<p>Weakening of influence channels at the EU level, loss of access to data and information sharing mechanisms.</p>	<ul style="list-style-type: none"> <li>• Does your organisation participate in any European networks?</li> <li>• If so – have you considered whether access to these may be lost after Brexit?</li> <li>• Is participation in these dependent on the receipt of funding from the EU? Have you looked for alternatives?</li> <li>• Have you started a dialogue with European partners about continued relationships after Brexit?</li> <li>• Have you factored in potential future barriers to mobility?</li> <li>• The UK may not have access to EU data sharing facilities.</li> </ul>	
<p><b>Changes to human rights, equality, labour, and environmental standards</b></p>	<p>Long-term potential for weakening of human rights and standards and/or not keeping up with developments in the EU (for example: accessibility for disabled individuals).</p>	<ul style="list-style-type: none"> <li>• Are you monitoring the policy spheres relevant to your organisation and feeding into current consultations and debates at the Wales and UK level?</li> <li>• Are you voicing your aspirations for standards to continue to progress after Brexit? A summary of concerns expressed by organisations within the Forum's events can be <a href="#">found here</a>.</li> </ul>	
<p><b>Statutory Instruments</b></p>	<p>Potential for negative impact on standards through 800-1000 instruments which are difficult to scrutinise.</p>	<ul style="list-style-type: none"> <li>• How will you coordinate scrutiny through your networks, and share information?</li> <li>• The list of statutory instruments is <a href="#">available here</a>.</li> </ul>	
<p><b>Delays to planned reforms</b></p>	<p>Due to limited parliamentary and governmental capacity, work on other projects may be delayed due to Brexit.</p>	<ul style="list-style-type: none"> <li>• How will you seek to influence this? Will it be through your usual channels?</li> <li>• How will you maintain awareness of your current and future agendas?</li> </ul>	
<p><b>Increased market competition due to trade policy</b></p>	<p>UK Government trade policy and new agreements may alter the state of local and national markets, increasing competition and affecting standards.</p>	<ul style="list-style-type: none"> <li>• Has your organisation considered that future trade policy may have an impact locally? This may be particularly the case for food and farming standards, for example.</li> <li>• This will be especially the case in rural areas: increased pressure on farming and agriculture may have wider ramifications, increasing the need for support provided by third sector organisations.</li> </ul>	





**Fforwm Cymdeithas Sifil  
Cymru ar Brexit**

Wales Civil Society  
Forum on Brexit

For more information and resources  
see [www.brexitforumwales.org](http://www.brexitforumwales.org)