



ANDERIDA ADOLESCENT CARE

BREXIT POLICY

Updated: 23.12.20 – medication

Updated: 21.12.20

The UK left the EU on 31st January 2020 and as of 1st January 2021 there will be several changes, whether or not a trade deal is agreed by leaders.

This policy deals with factors which may directly impact upon Anderida, young people and staff and includes:

Medicine

Travel

Immigration

Food and drink

Fuel

Clothing and household goods

Updated: 20.11.19

This policy will be under review following the outcome of the General Election on 12th December 2019.

Preparation for 31.10.19

Dated: 01.10.19

In view of the governments proposed date for Brexit, the 31st October 2019, this policy sets out the potential impact upon Anderida, the young people in our care and employees. This policy will be reviewed and updated as any new and relevant information is released.

There is an amount of uncertainty around the circumstances under which the UK will leave the European Union (EU), therefore this policy considers wide ranging impact of the UK leaving without a deal, and is based on the assumption that the changes will take place post-Brexit on 31.10.19, however does not rule out the potential for this date to change.

Children and Young People

Politics and Brexit can be emotive subjects, and everyone has their own views about what is happening. It is understandably a time when many people feel unsettled and therefore it is paramount that with such a change for the whole country imminent, children and young

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people are supported to understand the things that may affect them. Discussions with young people can be a perfect time to explore the matter together, sorting facts from fake-news and alleviating any anxiety that they may be feeling about Brexit.

In relation to the following points and how the impact of Brexit/no-deal Brexit may be felt in the homes and across the organisation, it is important that young people are informed and reassured to understand why these changes are happening and what we can all do to help.

Responsibilities and immediate actions:

- **Registered Managers:**

In preparation for Brexit, Registered Managers need to have reviewed in full each young person's care plan to identify any potential risks or disruptions in the continuity of care for young people, reporting all concerns and outcomes to the Registered Individual.

RM's should ensure that the points within this policy are communicated with their core teams and addressed without delay.

- **Responsible Individual:**

1. The RI should be aware of relevant guidance from any relevant agencies nationally and locally, to ensure productive measures are being taken regarding matters that may affect young people.
2. The RI should be aware of any communications from the Sussex Resilience Forum, which is made up of the multi-agency category 1 responders, including the Police and NHS. There is some useful information on the following website which details arrangements and advice in the event that the UK leaves the EU without a deal and in the event of emergency situations which may occur as a result.
Category 1, category 2 and voluntary responders are also listed.
Website: <https://www.sussex.police.uk/police-forces/sussex-police/areas/au/about-us/preparing-for-an-emergency---sussex-resilience-forum/>
Email: SussexResilienceForum@sussex.pnn.police.uk
3. The RI has made contact with the East Sussex emergency planning officer at emergency.planning@eastsussex.gov.uk and advised that updates will be made when required.

Potential impacts:

- **Timely supply of medication:**
- Guidance from the Department of Health and Social Care (DHSC) is that it is not necessary for local providers, whether in hospitals or primary care, to stockpile medicines or for clinicians to write longer prescriptions for patients. Unnecessary stockpiling puts more pressure on the supply chain and can risk additional pressure on the availability of medicines in other parts of the country. Patients should continue to order their prescriptions as normal.
- The Government is making sure that medicines, medical devices and clinical trials licensed or tested in the EU can continue to be imported and used in the UK by amending regulations.
- Regularly, the NHS experiences temporary shortages of medicines and a number of measures are in place to manage shortages and minimise the risks to patients.

Actions:

- Ensure that young people are up to date with current prescription medication reviews and that any repeat prescriptions due are made in a timely manner, and before any existing course ends.
 - If a young person does run out of their prescribed medication, and there is none available at the regular pharmacy, Mentors should prioritise making every effort to locate available medication from an alternative pharmacy within a reasonable distance.
 - Mentors should also support young people to discuss with their GP or psychiatrist, the option of being prescribed an alternative available medication in the interim.
 - Should there be signs of a young person's health deteriorating then medical advice should be sought immediately by dialling NHS 111 and in an emergency, mentors should dial 999.
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- **Impact of fuel shortages:**

Britain's final exit from the EU is likely to impact upon fuel prices and fuel shortages. There is predicted to be a significant period of fluctuation in fuel supplies and prices following Brexit, whilst new trade deals are established and agreed.

This is likely to have further impact upon supplies of goods such as food (see below).

Actions:

- Mentors should plan ahead for any journeys they need to make, making only those that are absolutely necessary in the event that a fuel shortage is confirmed.
- Mentors and young people should make use of alternative methods of transport, including walking and public transport, where possible.
- Mentors should be prepared in advance of needing to travel, ensuring breakdown cover is up to date and when needing to travel long distances, that there are adequate supplies available in case of an emergency such as water, snacks, fully charged mobile phone, blankets etc.
- Employees are encouraged to car-share and use public transport to get to work in the event that they are affected by fuel shortages.
- Employees must take responsibility for checking public transport timetables and planning their own journeys to work.
- Should employees foresee any difficulties in making journeys, then they should communicate with their manager/supervisor as soon as possible.

- **Impact of food shortages:**

The Food Storage and Distribution Federation report that 28% of the food eaten in the UK is imported from the EU. With this in mind, and in addition to issues with importing and border control, there is likely to be some impact on the availability of foods that are produced outside the UK. The extent of this is not yet known.

In addition to food shortages as a result of post Brexit, food shortages may occur due to consumer behaviour. There are varying news reports and articles which are not necessarily reliable sources, and which discuss stockpiling, panic buying and food shortages.

There are also changes to food labelling, with food being labelled as EU, Non-EU and GB products.

Actions:

- When shopping for the homes, Mentors should avoid overbuying fresh produce as this will not store.
- If homes find they do have surplus fresh food, then Mentors should make every effort to ensure that this is not wasted. Making meals that can be frozen in portions is an effective way of reducing waste.
- Mentors should, where possible, shop locally and look for the country of origin on fresh produce, purchasing UK products where possible.

- If certain foods are in short supply, then Mentors should look for alternatives, ensuring that balanced meals are always available.
- Young people should be supported and encouraged to be creative and use what is available to make healthy meals.

- **Financial impact on the organisation:**

In the event that there is a no-deal Brexit there is likely to be increased costs involved in making purchases for items from or produced in EU countries using a debit or credit card. Tax involved is likely to be higher on these items also. Items which may need to be transported through the EU may also be impacted.

There may be increased costs to local authorities and cuts to certain children and young people's services, which the organisation may feel the impact of in order to ensure quality of care for the young people.

Potential increases in daily running costs, including food, certain products, fuel and utility bills may occur.

Actions:

- Make use of price comparison websites to ascertain best prices
- Seek alternative, UK produced items where possible and cost effective
- Continue to look into cost effective options for Solar Energy
- Expenditure for each home to be carefully reviewed by the managers and teams to be made aware of the need to budget carefully.
- Directors to monitor and review income and expenditure before and after Brexit

- **Impact on existing workforce for EU nationals:**

Any employees who are EU/EEA or Swiss nationals, will need to ensure that they apply to the EU Settlement Scheme, in order to continue living and working in the UK.

Applications must be made before 30th June 2021.

Actions:

- All employees to be informed about the EU Settlement Scheme and supported as needed with their application.

- **Impact on future recruitment:**

The government has introduced a skills-based immigration policy and there has been some discussion around the issue of twelve-month visas also. The exact arrangements for recruitment and employment post a no-deal Brexit will be updated within Anderida's recruitment policy and procedure.

- **Data Protection:**

There will be no immediate changes for Anderida due to operating only in the UK. GDPR standards and ICO guidelines should continue to be followed.