

LEICESTERSHIRE

FIRE and RESCUE SERVICE

EQUALITY IMPACT ASSESSMENT PRO-FORMA

Section 1 – Initial Assessment		
Directorate:	Community Response	
Team:	Fire Stations	
Responsible Person(s):	Rick Taylor	
Name of Policy/function:	OCP – Remove the second fire engine (RDS) from Oakham Fire and Rescue Station.	
Date of Assessment:	9 th September 2014	
Briefly Describe the aims, objectives and purpose of the policy/function:	Remove the second fire engine (RDS) from Oakham Fire and Rescue Station to contribute to the reductions in achieving a balanced budget.	
Who will benefit from the policy/function?	The CFA due to legal requirement to provide a balanced budget; plus, provision of resources commensurate with revised risk analysis under IRMP 2015/18	
What factors/forces could contribute/detract from the outcomes?	Increase in funding from central government or Council Tax rise of £5/£10. Consultation outcomes result in changes to the proposal.	
Who are the main stakeholders in relation to the policy/function?	Operational staff who crew the second appliance at Oakham who are RDS.	
Who implements the policy and who is responsible for the policy/function?	CFA approve; implemented within the OCP by AM Community Response as Work Package Lead.	
Are there any concerns that the policy could have an impact on:	Yes/No	Please justify your decision, say what evidence can be provided.
Race	No	Not be disproportionate on the Black and Minority Ethnic (BME) community given the demographics of Rutland (95% white/British). 12 staff will be affected. Currently all staff are from a White British background. The Service is working to develop a redundancy strategy to reduce the number of redundancies to as low as possible.
Gender	No	With the limited back up resources, any impact from the removal of the second fire appliance from Oakham Station will not be disproportionate on women or men

		<p>living in the area.</p> <p>12 staff will be affected, all of which are male. The Service is working to develop a redundancy strategy that will ensure all staff are consulted in accordance with relevant regulations/employment law. There is nothing that can be done to mitigate the issue affecting males only given the proposal only directly affects the "On Call" staff at Oakham.</p>
Disability	No	<p>Not be disproportionate on disabled people living in the area.</p> <p>Currently any impact on staff with declared disabilities will have to be considered at the point of selecting staff for the purposes of redundancies.</p>
Sexual Orientation	No	<p>Not be disproportionate on the basis of sexual orientation for people living in the area.</p> <p>Any impact on staff who are LGB will have to be considered at the point of selecting staff for the purposes of redundancies.</p>
Age	No	<p>Higher proportion of elderly people living in the affected area. However available operational data indicates that this can be offset by the low level of risk in the area. (52% (128 pa) incidents are false alarms, 60% incidents attended by one appliance). Also ten minute attendance of first appliance is not affected.</p> <p>In addition 12 staff will be affected. There is not a disproportionate effect on any particular age range. The Service is working to develop a redundancy strategy to reduce the number of redundancies to as low as possible.</p> <p>Any impact on staff based upon a return that identifies an age related issue will have to be considered at the point of selecting staff for the purposes of redundancies.</p>
Religious or Belief	No	<p>Not be disproportionate on the basis of religion or belief.</p> <p>Any impact on staff with declared religions other than Christian will have to be</p>

		considered at the point of selecting staff for the purposes of redundancies.
Marriage and Civil Partnerships	No	Not be disproportionate on the basis of marital/Civil Partnership status. Any impact on staff who are married or in a civil partnership/not married or in a civil partnership will have to be considered at the point of selecting staff for the purposes of redundancies.
Pregnancy and Maternity	No	Not be disproportionate on the basis of pregnancy and maternity. Any impact on staff who are pregnant or on maternity leave will have to be considered at the point of selecting staff for the purposes of redundancies.
Trans-gender or transsexual	No	Not be disproportionate on the basis of trans-gender. Currently LFRS does not have members of staff who have indicated to be undergoing any gender change.
Offenders	No	Not be disproportionate on the basis of offenders. It is acknowledged that HMP Stocken Hall is within the affected area. Analysis of travel/attendance times of the first and second appliances will not be affected.
Are there any concerns for unfavourable treatment in this policy?	No	
Should the policy proceed to:	Partial: <i>(if yes, proceed to section 2)</i>	No Full: <i>(if yes, proceed to section 3)</i>
Section 2 – Partial Impact Assessment		
Please state clearly the expected benefits of the policy.		
In light of the issues identified, are there any experts/relevant groups who you can approach to explore their views on the issues. If so, please list o the relevant groups/experts o how their views will be obtained o date they will be contacted		
Please explain in detail the views of the relevant groups/experts on the issues involved. (please use a separate sheet if necessary)		

Please clearly state what action has been taken, if the policy/function has not proceeded to a full impact assessment.	
Section 3 – Full Impact Assessment	
a. Identify the aims of the policy and how it is to be implemented.	
b. Consideration of relevant data and research (see guidance notes for details).	
c. Assessment of impacts (see guidance notes for details).	
d. Consideration of measures .	
e. Formal consultation on the actual impact of existing policies and the likely impact of proposed policies.	
f. Make a decision in the light of data, possible alternatives and consultation.	
g. Monitoring for adverse impact in the future and publication of the results of such monitoring.	
h. Publication of results of the Equality Impact Assessments (see Appendix 1 & 2 – Pro-forma for initial and partial assessment)	
Authorisation <ul style="list-style-type: none"> o Name and position of officer authorising the EIA (this should be the head of service). 	
Contacts <ul style="list-style-type: none"> o Contact details of officer to discuss EIA with if different from section 1, above. 	
Date Completed:	

LEICESTERSHIRE

FIRE and RESCUE SERVICE

EQUALITY IMPACT ASSESSMENT PRO-FORMA

Section 1 – Initial Assessment		
Directorate:	Community Response	
Team:	Fire Stations	
Responsible Person(s):	Rick Taylor	
Name of Policy/function:	OCP – Remove the second fire engine from Loughborough Fire and Rescue Station.	
Date of Assessment:	9 th September	
Briefly Describe the aims, objectives and purpose of the policy/function:	Remove the second fire engine from Loughborough Fire and Rescue Station to contribute to the reductions in achieving a balanced budget.	
Who will benefit from the policy/function?	The CFA due to legal requirement to provide a balanced budget; plus, provision of resources commensurate with revised risk analysis under IRMP 2015/18	
What factors/forces could contribute/detract from the outcomes?	Increase in funding from central government or Council Tax rise of £5/£10. Consultation outcomes result in changes to the proposal.	
Who are the main stakeholders in relation to the policy/function?	Operational staff at Loughborough and across the service in respect of the selection for redundancy.	
Who implements the policy and who is responsible for the policy/function?	CFA approve; implemented within the OCP by AM Community Response as Work Package Lead.	
Are there any concerns that the policy could have an impact on:	Yes/No	Please justify your decision, say what evidence can be provided.
Race	No	Not be disproportionate on the Black and Minority Ethnic (BME) community given the demographics of Charnwood (85% white/British). 20 staff will be affected in terms of movements. The Service is working to develop a redundancy strategy to reduce the number of redundancies to as low as possible. Any impact on staff who are BME will have to be considered at the point of selecting staff for the purposes of redundancies.
Gender	No	With the identified back up resources, any

		<p>impact from the removal of a fire appliance from Loughborough Fire Station will not have a disproportionate impact on men or women in Loughborough.</p> <p>20 staff will be affected. There is a larger number of female staff however, the Service is working to develop a redundancy strategy to reduce the number of redundancies to as low as possible.</p> <p>Any impact on male/female staff will have to be considered at the point of selecting staff for the purposes of redundancies.</p>
Disability	No	<p>Not be disproportionate on disabled people living in the area.</p> <p>It is acknowledged that there are two members of staff who have declared their disability however any impact will have to be considered at the point of selecting staff for the purposes of redundancies.</p>
Sexual Orientation	No	<p>Not be disproportionate on the basis of sexual orientation for people living in the area. The Service is working to develop a redundancy strategy to reduce the number of redundancies to as low as possible.</p> <p>Any impact on staff who are LGB will have to be considered at the point of selecting staff for the purposes of redundancies.</p>
Age	No	<p>Not be disproportionate on the basis of age.</p> <p>Any impact on staff based upon a return that identifies an age related issue will have to be considered at the point of selecting staff for the purposes of redundancies.</p>
Religious or Belief	No	<p>Not be disproportionate on the basis of religion or belief.</p> <p>Internally the number of staff who have declared their religion confirms that there is not a disproportionate number.</p> <p>Any impact on staff with declared religions other than Christian will have to be considered at the point of selecting staff for the purposes of redundancies.</p>

Marriage and Civil Partnerships	No	Not be disproportionate on the basis of marital/Civil Partnership status. Any impact on staff who are married or in a civil partnership/not married or in a civil partnership will have to be considered at the point of selecting staff for the purposes of redundancies.
Pregnancy and Maternity	No	Not be disproportionate on the basis of pregnancy and maternity. Any impact on staff who are pregnant or on maternity leave will have to be considered at the point of selecting staff for the purposes of redundancies.
Trans-gender	No	Not be disproportionate on the basis of trans-gender. Currently LFRS does not have members of staff who have indicated to be undergoing any gender change.
Offenders	No	As above the removal of the appliance will not have an impact on the community.
Are there any concerns for unfavourable treatment in this policy?	No	There are no concerns in relation to the impact, on the diverse communities of Living in Loughborough, should a fire appliance be removed from Loughborough Station. However any likely impact on operational staff would have to be considered at the point of selecting staff for possible redundancies.
Should the policy proceed to:	Partial: <i>(if yes, proceed to section 2)</i>	No Full: <i>(if yes, proceed to section 3)</i>

Section 2 – Partial Impact Assessment	
Please state clearly the expected benefits of the policy.	
In light of the issues identified, are there any experts/relevant groups who you can approach to explore their views on the issues. If so, please list <ul style="list-style-type: none"> o the relevant groups/experts o how their views will be obtained o date they will be contacted 	
Please explain in detail the views of the relevant groups/experts on the issues involved. (please use a separate sheet if necessary)	

Please clearly state what action has been taken, if the policy/function has not proceeded to a full impact assessment.	
Section 3 – Full Impact Assessment	
a. Identify the aims of the policy and how it is to be implemented.	
b. Consideration of relevant data and research (see guidance notes for details).	
c. Assessment of impacts (see guidance notes for details).	
d. Consideration of measures .	
e. Formal consultation on the actual impact of existing policies and the likely impact of proposed policies.	
f. Make a decision in the light of data, possible alternatives and consultation.	
g. Monitoring for adverse impact in the future and publication of the results of such monitoring.	
h. Publication of results of the Equality Impact Assessments (see Appendix 1 & 2 – Pro-forma for initial and partial assessment)	
Authorisation <ul style="list-style-type: none"> o Name and position of officer authorising the EIA (this should be the head of service). 	
Contacts <ul style="list-style-type: none"> o Contact details of officer to discuss EIA with if different from section 1, above. 	
Date Completed:	

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EQUALITY IMPACT ASSESSMENT PRO-FORMA

Section 1 – Initial Assessment		
Directorate:	Community Response	
Team:	Fire Stations	
Responsible Person(s):	Rick Taylor	
Name of Policy/function:	OCP – Remove the second fire engine from a city Fire and Rescue Station.	
Date of Assessment:	9 th September	
Briefly Describe the aims, objectives and purpose of the policy/function:	Remove the second fire engine from a city Fire and Rescue Station to contribute to the reductions in achieving a balanced budget.	
Who will benefit from the policy/function?	The CFA due to legal requirement to provide a balanced budget; plus, provision of resources commensurate with revised risk analysis under IRMP 2015/18	
What factors/forces could contribute/detract from the outcomes?	Increase in funding from central government or Council Tax rise of £5/£10. Consultation outcomes result in changes to the proposal.	
Who are the main stakeholders in relation to the policy/function?	Operational staff at city stations and across the service in respect of the selection for redundancy.	
Who implements the policy and who is responsible for the policy/function?	CFA approve; implemented within the OCP by AM Community Response as Work Package Lead.	
Are there any concerns that the policy could have an impact on:	Yes/No	Please justify your decision, say what evidence can be provided.
Race	No	It is acknowledged that the makeup of the city includes approximately 55% Black & minority ethnic (BME), however existing resources mean that there will not be any adverse impact from the removal of a fire appliance from the City Fire Stations. 20 staff will be affected by the removal of a second appliance from the City stations. Whilst there is a higher proportion of BME within the city station staff in comparison with the rest of the service, there will not be a disproportionate impact, as the Service is working to develop a

		<p>redundancy strategy to ensure all staff are consulted in accordance with relevant regulations; and, takes account of both predicted and confirmed leavers to reduce the number of redundancies to as low as possible.</p> <p>Any impact on staff who are BME will have to be considered at the point of selecting staff for the purposes of redundancies.</p>
Gender	No	<p>Based upon the above, the removal of a fire appliance from the City Fire Stations will not have a disproportionate impact on men or women in Leicester.</p> <p>20 staff will be affected by the removal of a second appliance from the City stations. It is acknowledged that there is a higher proportion of females on two of the three stations, however there will not be a disproportionate impact as the Service is working to develop a redundancy strategy as above.</p> <p>Any impact on male/female staff will have to be considered at the point of selecting staff for the purposes of redundancies.</p>
Disability	No	<p>As above the reduction will not be disproportionate on disabled people living in the area.</p> <p>There is a disproportionately higher number of staff who have declared a disability (8) on the city stations. However all staff will be consulted in accordance with the relevant regulations and the Service is working to develop a redundancy strategy that takes account of both predicted and confirmed leavers to reduce the number of redundancies to as low as possible.</p> <p>Any impact on staff with disabilities will have to be considered at the point of selecting staff for the purposes of redundancies.</p>
Sexual Orientation	No	<p>Not be disproportionate on the basis of sexual orientation for people living in the area or staff working for LFRS.</p>

		Any impact on staff who are LGB will have to be considered at the point of selecting staff for the purposes of redundancies.
Age	No	Not be disproportionate on the basis of age for people living in the area or staff working for LFRS. Any impact on staff based upon a return that identifies an age related issue will have to be considered at the point of selecting staff for the purposes of redundancies.
Religious or Belief	No	It is acknowledged that a significant proportion of the city are not Christian (19% Muslim 15% Hindu 4% Sikh) however existing resources mean that there will not be any significant impact from the removal of a fire appliance from the City Fire Stations. Internally the number of staff who have declared their religion confirms that there is not a disproportionate number. Any impact on staff with declared religions other than Christian will have to be considered at the point of selecting staff for the purposes of redundancies.
Marriage and Civil Partnerships	No	Not be disproportionate on the basis of marital/Civil Partnership status. Any impact on staff who are married or in a civil partnership/not married or in a civil partnership will have to be considered at the point of selecting staff for the purposes of redundancies.
Pregnancy and Maternity	No	Not be disproportionate on the basis of pregnancy and maternity. Any impact on staff who are pregnant or on maternity leave will have to be considered at the point of selecting staff for the purposes of redundancies.
Trans-gender or transsexual	No	Not have a disproportionate impact on the people living in the City area who may be going through a sex change. Currently LFRS does not have members of staff who have indicated to be undergoing any gender change.
Offenders	No	As above the removal of the appliance

		will not have an impact on the community. This includes the two HM Prisons in the city/South Wigston as existing resources have been identified as being sufficient to cover the risk.
Are there any concerns for unfavourable treatment in this policy?	No	There are no concerns in relation to the impact, on the diverse communities of Living within the City of Leicester, should a fire appliance be removed from the City based Stations. Internally 20 staff will be affected in terms of movement from affected station(s), however the number of staff that will be made redundant is currently not known. The service is implementing a strategy to manage redundancy to as low as reasonably practicable.
Should the policy proceed to:	Partial: <i>(if yes, proceed to section 2)</i>	No Full: <i>(if yes, proceed to section 3)</i>
Section 2 – Partial Impact Assessment		
Please state clearly the expected benefits of the policy.		
In light of the issues identified, are there any experts/relevant groups who you can approach to explore their views on the issues. If so, please list o the relevant groups/experts o how their views will be obtained o date they will be contacted		
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Please clearly state what action has been taken, if the policy/function has not proceeded to a full impact assessment.		
Section 3 – Full Impact Assessment		
a. Identify the aims of the policy and how it is to be implemented.		
b. Consideration of relevant data and research (see guidance notes for details).		

c. Assessment of impacts (see guidance notes for details).	
d. Consideration of measures .	
e. Formal consultation on the actual impact of existing policies and the likely impact of proposed policies.	
f. Make a decision in the light of data, possible alternatives and consultation.	
g. Monitoring for adverse impact in the future and publication of the results of such monitoring.	
h. Publication of results of the Equality Impact Assessments (see Appendix 1 & 2 – Pro-forma for initial and partial assessment)	
Authorisation o Name and position of officer authorising the EIA (this should be the head of service).	
Contacts o Contact details of officer to discuss EIA with if different from section 1, above.	
Date Completed:	

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EQUALITY IMPACT ASSESSMENT PRO-FORMA

Section 1 – Initial Assessment		
Directorate:	Community Response	
Team:	Fire Stations	
Responsible Person(s):	Rick Taylor	
Name of Policy/function:	OCP – Reduction to 4 from 5 across the service	
Date of Assessment:	9 th September	
Briefly Describe the aims, objectives and purpose of the policy/function:	Reduce Ridership to FOUR firefighters per fire engine, across all LFRS Fire & Rescue Stations to contribute to the reductions in achieving a balanced budget.	
Who will benefit from the policy/function?	The CFA due to legal requirement to provide a balanced budget; plus, provision of resources commensurate with revised risk analysis under IRMP 2015/18	
What factors/forces could contribute/detract from the outcomes?	Increase in funding from central government or Council Tax rise of £5/£10. Consultation outcomes result in changes to the proposal.	
Who are the main stakeholders in relation to the policy/function?	Operational staff on affected stations	
Who implements the policy and who is responsible for the policy/function?	CFA approve; implemented within the OCP by AM Community Response as Work Package Lead.	
Are there any concerns that the policy could have an impact on:	Yes/No	Please justify your decision, say what evidence can be provided.
Race	No	LFRS prioritises saving lives in its response services. Therefore the priority at any incident will remain the same despite the reduction of staff on each appliance. However 17 operational staff across the Service will be affected by the reduction in ridership from 5 to 4. Any impact on staff will have to be considered at the point of selecting staff for the purposes of redundancies.
Gender	No	As above
Disability	No	As above

Sexual Orientation	No	As above
Age	No	As above
Religious or Belief	No	As above
Marriage and Civil Partnerships	No	As above
Pregnancy and Maternity	No	As above
Trans-gender or transsexual	No	As above
Offenders	No	As above
Are there any concerns for unfavourable treatment in this policy?	No	None.
Should the policy proceed to:	Partial: <i>(if yes, proceed to section 2)</i>	Full: <i>(if yes, proceed to section 3)</i>
Section 2 – Partial Impact Assessment		
Please state clearly the expected benefits of the policy.		
In light of the issues identified, are there any experts/relevant groups who you can approach to explore their views on the issues. If so, please list <ul style="list-style-type: none"> o the relevant groups/experts o how their views will be obtained o date they will be contacted 		
Please explain in detail the views of the relevant groups/experts on the issues involved. (please use a separate sheet if necessary)		
Please clearly state what action has been taken, if the policy/function has not proceeded to a full impact assessment.		
Section 3 – Full Impact Assessment		
a. Identify the aims of the policy and how it is to be implemented.		
b. Consideration of relevant data and research (see guidance notes for		

details).	
c. Assessment of impacts (see guidance notes for details).	
d. Consideration of measures .	
e. Formal consultation on the actual impact of existing policies and the likely impact of proposed policies.	
f. Make a decision in the light of data, possible alternatives and consultation.	
g. Monitoring for adverse impact in the future and publication of the results of such monitoring.	
h. Publication of results of the Equality Impact Assessments (see Appendix 1 & 2 – Pro-forma for initial and partial assessment)	
Authorisation o Name and position of officer authorising the EIA (this should be the head of service).	
Contacts o Contact details of officer to discuss EIA with if different from section 1, above.	
Date Completed:	

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FIRE and RESCUE SERVICE

EQUALITY IMPACT ASSESSMENT PRO-FORMA

Section 1 – Initial Assessment		
Directorate:		Community Response
Team:		Fire Stations
Responsible Person(s):		Rick Taylor
Name of Policy/function:		OCP – Disestablish the Resilience Team
Date of Assessment:		9 th September
Briefly Describe the aims, objectives and purpose of the policy/function:		Disestablish the Resilience Team to contribute to the reductions in achieving a balanced budget.
Who will benefit from the policy/function?		The CFA due to legal requirement to provide a balanced budget; plus, provision of resources commensurate with revised risk analysis under IRMP 2015/18
What factors/forces could contribute/detract from the outcomes?		Increase in funding from central government or Council Tax rise of £5/£10. Consultation outcomes result in changes to the proposal.
Who are the main stakeholders in relation to the policy/function?		Operational staff across the service in respect of the selection for redundancy. Resilience team members.
Who implements the policy and who is responsible for the policy/function?		CFA approve; implemented within the OCP by AM Community Response as Work Package Lead.
Are there any concerns that the policy could have an impact on:	Yes/No	Please justify your decision, say what evidence can be provided.
Race	No	Those stations that will be most affected sit within the rural communities of Rutland and Harborough; the population of which is predominantly white British. Any impact is unlikely to have a disproportionate impact on race. The resilience team are predominantly white British. Due to attrition the actual number remaining under contract as the Resilience Team will be 7. The Service is working to develop a redundancy strategy to ensure all staff are consulted in accordance with relevant regulations and will work to reduce the number of redundancies to as low as possible.

		Any impact on staff who are BME will have to be considered at the point of selecting staff for the purposes of redundancies.
Gender	No	Not have a disproportionate impact on men or women. Any impact on male/female staff will have to be considered at the point of selecting staff for the purposes of redundancies.
Disability	No	Will not be disproportionate on disabled people living in the area. Any impact on staff with disabilities will have to be considered at the point of selecting staff for the purposes of redundancies.
Sexual Orientation	No	Not be disproportionate on the basis of sexual orientation for people living in the area or staff working for LFRS. Any impact on staff who are LGB will have to be considered at the point of selecting staff for the purposes of redundancies.
Age	No	Those stations that will be most affected sit within the rural communities of Rutland and Harborough; the population of which is predominantly made up of a higher proportion of elderly residents. Removal of the team will have an impact on the relevant "On Call" availability, however we will ensure alternative arrangements will cover any gaps. Operational data indicates that this issue is offset by the low level of risk in the area.
Religious or Belief	No	Not be disproportionate on the basis of religion or belief. Any impact on staff with declared religions other than Christian will have to be considered at the point of selecting staff for the purposes of redundancies.
Marriage and Civil Partnerships	No	Not be disproportionate on the basis of marital/Civil Partnership status. Any impact on staff who are married or in a civil partnership/not married or in a civil partnership will have to be considered at the point of selecting staff for the purposes of redundancies.
Pregnancy and Maternity	No	Not be disproportionate on the basis of

		pregnancy and maternity. Any impact on staff who are pregnant or on maternity leave will have to be considered at the point of selecting staff for the purposes of redundancies.
Trans-gender or transsexual	No	Not be disproportionate on the basis of trans-gender. Currently LFRS does not have members of staff who have indicated to be undergoing any gender change.
Offenders	No	Not be disproportionate on the basis of offenders.
Are there any concerns for unfavourable treatment in this policy?		
Should the policy proceed to:	Partial: <i>(if yes, proceed to section 2)</i>	Full: <i>(if yes, proceed to section 3)</i>
Section 2 – Partial Impact Assessment		
Please state clearly the expected benefits of the policy.		
In light of the issues identified, are there any experts/relevant groups who you can approach to explore their views on the issues. If so, please list o the relevant groups/experts o how their views will be obtained o date they will be contacted		
Please explain in detail the views of the relevant groups/experts on the issues involved. (please use a separate sheet if necessary)		
Please clearly state what action has been taken, if the policy/function has not proceeded to a full impact assessment.		
Section 3 – Full Impact Assessment		
a. Identify the aims of the policy and how it is to be implemented.		
b. Consideration of relevant data and research (see guidance notes for details).		
c. Assessment of impacts (see guidance notes for details).		

d. Consideration of <u>measures</u> .	
e. Formal <u>consultation</u> on the actual impact of existing policies and the likely impact of proposed policies.	
f. <u>Make a decision</u> in the light of data, possible alternatives and consultation.	
g. <u>Monitoring</u> for adverse impact in the future and publication of the results of such monitoring.	
h. <u>Publication</u> of results of the Equality Impact Assessments (see Appendix 1 & 2 – Pro-forma for initial and partial assessment)	
<u>Authorisation</u> o Name and position of officer authorising the EIA (this should be the head of service).	
<u>Contacts</u> o Contact details of officer to discuss EIA with if different from section 1, above.	
Date Completed:	15/09/14