

Equality & Human Rights Impact Assessment (EHRIA)

This Equality and Human Rights Impact Assessment (EHRIA) will enable you to assess the **new, proposed or significantly changed** policy/ practice/ procedure/ function/ service** for equality and human rights implications.

Undertaking this assessment will help you to identify whether or not this policy/ practice/ procedure/ function/ service** may have an adverse impact on a particular community or group of people. It will ultimately ensure that as an Authority we do not discriminate and we are able to promote equality, diversity and human rights.

Before completing this form please refer to the EHRIA [guidance](#), for further information about undertaking and completing the assessment. For further advice and guidance please contact your Departmental Equalities Group or equality@leics.gov.uk

***Please note: The term 'policy' will be used throughout this assessment as shorthand for policy, practice, procedure, function or service.*

Key Details	
Name of policy being assessed:	Function /Service: Snibston Discovery Museum
Department and Section:	Adults and Communities Communities and Wellbeing
Name of lead officer/ job title and others completing this assessment:	Chris Housden Nigel Thomas Carolyn Abel
Contact telephone numbers:	Chris Housden 0116 305 6947 Nigel Thomas 0116 305 7379 Carolyn Abel 0116 305 3468
Name of officer/s responsible for implementing this policy:	Nigel Thomas
Date EIA assessment started:	November 2013
Date EIA assessment completed:	March 26 th 2014

Section 1: Defining the policy

Section 1: Defining the policy

You should begin this assessment by defining and outlining the scope of this policy. You should consider the impact or likely impact of the policy in relation to all areas of equality, diversity and human rights, as outlined in Leicestershire County Council's Equality Strategy.

1	<p>What is new or changed in this policy? <i>What has changed and why?</i></p> <p>Leicestershire County Council is subject to a significant reduction in funding and as a result all related services are subject to review.</p> <p>In its Medium Term Financial Strategy (MTFS), the County Council details its budget and the requirement to save £110 million for the period 2014-16. Community & Wellbeing (C&W's target is £1.9 million).</p> <p>As part of the MTFS, this ERHIA initial questionnaire explores the impact of a proposal to redevelop the Snibston Discovery Museum with a new offer focusing on mining and the Scheduled Ancient Monument (SAM) which identifies £240k annual savings. Note that references to savings in all related documents are directly linked to the MTFS savings requirement for Snibston.</p>
2	<p>Does this relate to any other policy within your department, the Council or with other partner organisations? <i>If yes, please reference the relevant policy or EHRIA. If unknown, further investigation may be required.</i></p> <p>National legislation regarding Museums is outlined in the 1964 Public Libraries and Museums Act.</p> <p>The Act identifies that museum services are a discretionary function of the local authority. Local authorities may:</p> <ul style="list-style-type: none">• provide and maintain museums and art galleries within its administrative area or elsewhere in England or Wales, and may do all such things as may be necessary or expedient for or in connection with the provision or maintenance thereof (Section 12 (1))• A local authority maintaining a museum or art gallery under this section may enter into an agreement with any other local authority empowered to maintain it for the transfer of the museum or gallery and its collections to that authority.(section 12 (2)) <p>Museums are also guided by Accreditation which is a national benchmark demonstrating a commitment to managing collections effectively for the enjoyment and benefit of users. It enables museums and governing bodies to assess their position around performance, profile, people, partnerships, planning and patronage to</p>

	<p>give stakeholders and investors' confidence in the governing body and quality of service.</p> <p>As part of the Accreditation of its museums, the Council is responsible for the care of its collections as defined by the Code of Ethics for Museums demonstrating the relationship of trust between the museum and the communities it serves. The Code of Ethics identifies that:</p> <ul style="list-style-type: none"> • there is a strong presumption in favour of the retention of items in the public domain • gives priority to transferring items, preferably by gift, to registered or accredited museums • does not undertake disposal principally for financial reasons, except in exceptional circumstances <p>Related to this, we will need to bear in mind how changes to the offer may affect public access to the collections currently on display, and particularly, for PSED compliance, whether altered arrangements disproportionately affect Protected groups. These considerations imply a need to assess alternative means of display, including the capacity and Accreditation status of other museum sites in Leicestershire to assist.</p> <p>Arts Council England (ACE) has the national responsibility of supporting Libraries and Museums, taking over from the Museums Libraries and Archives Association in 2011. In 2013 ACE published their revised 10 year strategy for Arts libraries and museums, Great Art and Culture for Everyone (http://www.artscouncil.org.uk/advice-and-guidance/browse-advice-and-guidance/great-art-and-culture-everyone). Their goals are listed as:</p> <ul style="list-style-type: none"> • Excellence is thriving and celebrated in the arts, museums and libraries • Everyone has the opportunity to experience and to be inspired by the arts, museums and libraries • The arts, museums and libraries are resilient and environmentally sustainable • The leadership and workforce in the arts, museums and libraries are diverse and appropriately skilled • Every child and young person has the opportunity to experience the richness of the arts, museums and libraries <p>Leicestershire County Council has statutory obligations surrounding the scheduled ancient monument (SAM) which encompasses the former Snibston Colliery buildings adjacent to the main museum site.</p> <p>Snibston plays an important function regarding the acquisitions and disposal policy of Leicestershire's Museums Service.</p>
3	Who are the people/ groups (target groups) affected and what is the

intended change or outcome for them?

Target groups likely to be affected by the proposed redevelopment will be associated with the current scale and diversity of the Snibston offer and service provision. As the largest cultural site in LCC's control, one of its appeals is the range of subject matter and this is likely to be a factor in attracting visitors. They will also be affected by the related infrastructure consequences of the MTFS, the implications of which may include a reduction in the size of the site.

In addition to the SAM, and the artefacts relating to the mining heritage, the current offer explores the story of Leicestershire's development and the lives, interests and achievements of the people who have made Leicestershire their home. With collections of county-wide relevance and national significance, the offer includes:

- Artefacts and exhibitions that reflect Leicestershire's scientific, technological and industrial innovation including large scale artefacts such as Gimson beam engines, Brush loco, Auster aircraft
- The Fashion Gallery that showcases fashion and the clothing industry
- The Century Theatre and Sheepy Magna wheelwrights workshop
- Outdoor Science Play, Wild Water and sand pit
- Colliery tours and heritage railway rides
- Community space/Venue hire/Gallery space
- Volunteering and work placements including placements for persons from vulnerable groups
- Schools learning across all key stages including expertise in STEM (Science, Technology, Engineering, Mathematics) provision, SEN (Special Educational Needs) and workshops to support the national curriculum.
- Out of school learning opportunities supporting maths and science such as Royal Institution maths master classes
- Targeted engagement work with vulnerable audiences including people with dementia and their carers, young people with a disability and their siblings, looked after children and vulnerable families.
- Adult learning courses and skills development
- Changing programme of exhibitions, large and small scale events (including holiday activities, Fireworks, Miners' Gala), Century Theatre programme (including comedy, theatre, films), conference/ room hire and weddings
- Mining Study Centre

The work on any proposals will need to establish if these provisions can be continued, and if not, what the potential impact of loss would be.

As of October 2013, 1,146, items are on display at the Museum. This represents approximately 2.3% of the total collections held by the Museums Service. Many of the items are large (e.g. carriages, buses) and therefore, the storage and /or disposal of these collections will need to be considered and planned for if the focus of the site is changed.

Snibston offers a universal service that is open to all of Leicestershire's residents (although there is an admission charge). The increasing reliance on universal services and community support requires a careful appraisal of the part Snibston currently plays in the wider Adults & Communities context, and the cumulative impact of any reductions in provision. We also need to bear in mind the interests of the significant number of paying visitors from outside of Leicestershire (see below), who

support the running of the facility and contribute to the local economy. Both factors are important to local residents.

An analysis of a range of data coupled with the current offer suggests that the following groups of people may be most affected (*all figures from 2013 calendar year*):

General Visitors

- Snibston had 86,894 visitors (this does not include people visiting the free parts of the museum). Indicative figures from postcode analysis representing 40% of all visits indicates that 60% of these come from outside Leicestershire, 29% from across Leicestershire and within that 15% from North West Leicestershire.
- The reduction of the current offer to a single subject mining-themed offer is forecast to impact on the volume and profile of visitors attracted to the site. The wider impact of this on visitors to Leicestershire will be a complex calculation as any reduction of Snibston's offer may be offset by changes in the wider museum and heritage offer for the County, e.g. the opening of the King Richard III Visitor Centre in Leicester.

A full EHRIA assessment is needed in order to detail the extent that any change may affect protected groups and the wider vulnerable groups, including potentially negative economic impacts that a change in site focus may have. **Appendix 1** details visitor numbers by location for different aspects of the service for 2013.

Volunteers

- There are currently 85 volunteers registered at Snibston. **Appendix 2** provides data on volunteers engaged at Snibston. This reflects characteristics of age, employment status, disability and ethnicity. There are also figures for the main attractions and benefits for volunteers and their home postcode.

A little under half of the volunteers are self-classified as disabled. The majority of the volunteers classify themselves as White British; 38% are under 25; 49% are either unemployed or unable to work; 74% live locally. The implications of these results for protected groups are reflected in paragraph 9.

- The proposed change in focus to the site will impact on the volunteering and skills development opportunities available. Consideration will also need to be given to the support available for volunteers with particular needs. This would require remodelling as part of any potential change to the site.
- The revised focus may provide new volunteering opportunities (36% of volunteers gave 'preserving local heritage' as the main attraction), although the breadth of the current offer may itself be a draw for some volunteers. It is clear that social contact is a significant draw (42%).

Local Communities

- As a local community resource, large and small scale events such as the Fireworks and the Miners' Gala are well attended by local communities; the make-up of audiences at the Century Theatre is predominantly local. Local

	<p>groups also exhibit their works in the Community Gallery and are represented among the Season Ticket Holders. These factors reflect Snibston's contribution to local community cohesion.</p> <ul style="list-style-type: none"> • A full EHRIA needs to look at the scope of any changes within the context of the equalities agenda to determine the impact of any potential reduction in the capacity to use the venue on protected groups. <p>Students</p> <ul style="list-style-type: none"> • 12,929 students visited Snibston as part of school visits including National Curriculum workshops. 64% came from outside of the County. A change in size and focus of the museum will reduce the National Curriculum offer to schools and access to offers e.g. National Science and Engineering Week, fashion and design, transport, engineering etc., • Specialist provision for SEN students will need to be reviewed in the context of the setting of sessions and appropriate resources to support learning. • There may be a reduced offer to young people at risk of exclusion, although outreach work will continue to be supported through Learning Services for Education. • Out of school provision of STEM subjects increasing educational attainment of students would need to be reassessed? • There is likely to be an impact on further and higher education students, particularly around fashion and STEM subjects, with a reduced offer – specialist activity delivered in partnership with regional universities and others. • Adult learning courses currently delivered at Snibston, would need to find alternative accommodation in Coalville, should the Council's model be progressed. There is potential for the existing arrangements for room hire to continue should the Friends take on the operation of the museum. Snibston also hosts a number of young people as part of the County Council's Get Set programme, which runs until end of 2015. <p>Stakeholders</p> <ul style="list-style-type: none"> • A range of national and local stakeholders have an interest in the museum site, including, for example, Arts Council England, North West Leicestershire District Council, English Heritage, Coalville Town Centre team, the National Forest Company, NEXT Plc., Mantle Arts, Leicestershire Promotions, regional universities, Retro Computer Museum, Stephenson College, Engineering Development Trust, British Science Association, Education CPD+ and a range of volunteers, community organisations and a Friends group. A redevelopment of Snibston will require consultation with these groups as part of the change process. <p>Deprivation data held by Research and Insight suggests that the Snibston site is situated at the centre of an area of relative deprivation. For example, 2008 figures show North West Leicestershire as having the 2nd highest recorded crime rate in Leicestershire with an incidence of 82/1000, and containing 2 of the 5 most deprived neighbourhoods in the County (Greenhill North East and Greenhill Centre). In a National context, the 2007 Index of Multiple Deprivation (IMD) figures place these areas in the top 20% of most deprived in England and Wales. However, the deprivation in the urban parts of North West Leicestershire is not replicated in the rural areas of the district, which generally fall in the least deprived 40% band nationally.</p> <p>The scale and range of the current provision at Snibston is such that it attracts interest and visitors from beyond Leicestershire's boundaries. This raises a question about the extent of our responsibilities in relation to s 149 of the Equalities Act,</p>
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	<p>defining the Public Sector Equalities Duty. Although a local authority's functions are taken to relate to the geographical area under their administration, there are factors in Snibston's case suggesting that LCC's functions blur into consideration of outside interests, on the grounds that the income generated by visitors from outside of the County feeds into the local economy and is a major contributor to the site's continued viability. However, there is no evidence to suggest that the Equality considerations for outside groups or individuals differ to those from Leicestershire.</p> <p>Snibston, in its current form tells the story of Leicestershire's development and the lives, interests and achievements of the people who have made Leicestershire their home. With large and small collections which include, for example, mining, engineering, aviation, transport, fashion and toy-making, it is a locally grown heritage which has national significance, and is the major showcase for public engagement with these stories.</p> <p>Snibston Discovery Museum is the largest museum in the county and the only facility which seeks to provide a Countywide perspective on the heritage of the area.</p>			
4	Will this policy meet the Equality Act 2010 requirements to have due regard to the need to meet any of the following aspects? (Please tick and explain how)			
		Yes	No	How?
	Eliminate unlawful discrimination, harassment and victimization		X	
	Advance equality of opportunity between different groups	x		Any redevelopment will need to address any reduction in activities that promote equality of opportunity, e.g. volunteering and skills development opportunities that currently take place at Snibston for people with learning disabilities and young people at risk and the current SEN and schools provision and provision of public events
	Foster good relations between different groups	x		Any redevelopment will need to address any changes to current activities that foster good relationships in communities, e.g. Miners' Gala, Fireworks and the volunteering projects fostering intergenerational and cross cultural relations.

Section 2: Equality and Human Rights Impact Assessment (EHRIA) Screening

Section 2: Equality and Human Rights Assessment Screening

The purpose of this section of the assessment is to help you decide if a full EHRIA is required.

If you have already identified that a full EHRIA is needed for this policy/ practice/ procedure/ function/ service, either via service planning processes or other means, then please go straight to [Section 3](#) on Page 7 of this document.

Section 2

A: Research and Consultation

5.	Have the target groups been consulted about the following?	Yes	No*
	a) their current needs and aspirations and what is important to them;		X
	b) any potential impact of this change on them (positive and negative, intended and unintended);		X
	c) potential barriers they may face		X
6.	If the target groups have not been consulted directly have representatives been consulted or research explored (e.g. Equality Mapping)?		X
7.	Have other stakeholder groups/ secondary groups (e.g. carers of service users) been explored in term of potential unintended impacts?		X
8.	<p>*If you answered 'no' to the questions above and feel that consultation is not necessary, please use the space below to explain why.</p> <p>Broad public consultation was undertaken by the Council in Summer 2013 (Leicestershire's Future) on a range of council services as part of the process of enabling the council to begin the budget planning process. This asked consultees about their views on a range of council services in helping to shape future prioritisation of resources. The outcome of the consultation indicated that museum services were service areas where less money could be spent through an exploration of alternative delivery models. The full consultation response can be accessed via the following link:</p>		

	http://www.leics.gov.uk/leicestershires_future_consultation_report.pdf A range of consultation exists as part of the strategic review of Libraries Heritage and Arts services undertaken in 2010. This included stakeholders, focus groups and residents. However this did not cover in any detail a proposal to redevelop the site along the lines proposed. Consultation will be underpinned by the statutory requirements contained in the Museums and Libraries Act 1964. Guidance is also provided by the Museums Association in the form of a Code of Ethics (see Appendix 3).
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Section 2				
B: Monitoring Impact				
8.	Are there systems set up to:	Yes	No	
	a) monitor impact (positive and negative, intended and unintended) for different groups;	x		
	b) enable open feedback and suggestions from different communities	x		
Note: If no to Question 8 you will need to ensure that monitoring systems are established to check for impact on the protected characteristics.				
Section 2				
C: Potential Impact				
9.	Use the table below to specify if any individuals or community groups who identify with any of the ' protected characteristics ' may <u>potentially</u> be affected by this policy and describe any positive and negative impacts, including any barriers.			
		Yes	No	Comments
	Age	X		Issues affecting representation may be positive or negative, depending on the option under consideration. Redevelopment of the site may remove access to the local heritage and collections, community activities and good value place to visit (n.b. this point can be raised equally for other protected groups). This may impact disproportionately on young people, families, and other vulnerable groups. The Volunteer data in Appendix 2 shows that 33% of all volunteers fall into the under 25 age range, suggesting a disproportionate impact on young people if the opportunities are reduced. The current service has an appeal to visitors across the age ranges, in

				<p>particular those of school age. School visits made up 49% of paying visitors between January and October 2013. The overall number of school aged visitors would be higher (e.g. as visitors outside of formal school trips e.g. with families or friends.</p>
	Disability	X		<p>Volunteering opportunities that specifically target people with learning disabilities and mental health issues may be reduced. Appendix 2 shows that 42% of all volunteers regard themselves as disabled, and 34% as unable to work.</p> <p>Redevelopment of the site may reduce access to the local heritage and collections and a good value place to visit. There are educational opportunities specifically aimed at SEN children and others with Autism who may be disadvantaged by a remodelled offer.</p> <p>There are clubs supporting the wellbeing of young people who are risk of mental health problems.</p> <p>Aspects of the Scheduled Ancient Monument (SAM) present difficulties with full disabled access.</p> <p>Consideration should be given to overcoming this, either directly, or by other means e.g. virtual tours.</p> <p>The proposed County Council offer will focus on the mining heritage, but may not be as interactive and hands-on, as current provision. This is likely to have a disproportionate impact on people with disabilities.</p>
	Gender Reassignment		X	No impact identified at this stage.
	Marriage and Civil Partnership		X	No impact identified at this stage.
	Pregnancy and Maternity	X		<p>There are mother and baby changing facilities and seating provided in the current offer and consideration should be given to ensuring that current levels of access and safety for pregnant women and babies/young children in the new facility are continued.</p> <p>;</p>
	Race	X		<p>National Curriculum workshops on 'Discrimination & Difference' may be affected by the change in the offer. If so, this would be considered for mitigation (e.g. by providing the service elsewhere) in the same way as other potential discrimination would be considered. The new offer may have less appeal to some Ethnic groups as</p>

				<p>a result of the reduced diversity and scale of the offer. This could reinforce the known low level of engagement by ethnic minority groups with museums. For example, the proposed mining museum may have less resonance with ethnic minority groups than the current fashion gallery, which has a display that is representative of diverse cultures in the County population. This point further emphasises the need to clarify policy for access to collections elsewhere in the County or in alternative ways.</p> <p>We need to be mindful of the 2011 census evidence of increase in BME numbers in the county population.</p>
	Religion or Belief		X	<p>No issues in relation to religion or belief have been identified at this stage but monitoring data will be scrutinised as part of the consideration of this proposal and through the consultation process,</p>
	Sex	X		<p>No issues in relation to sex have been identified at this stage but monitoring data will be scrutinised as part of the consideration of this proposal and through the consultation process, The new offer may have less appeal to some segments of the population as a result of the reduced diversity and scale of the offer.</p>
	Sexual Orientation		X	<p>No impact identified at this stage.</p>
	Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities	X		<p>The redevelopment of site, as proposed, is likely to remove access to some elements of local and national heritage and collections and a good value place to visit. Redevelopment of the site may have a negative impact on the local economy.</p> <p>Redevelopment of site may remove some of the volunteering opportunities for local young people at risk of anti-social behaviour, and the long term unemployed.</p> <p>An assessment of Snibston's role in countering local deprivation will be an important function of consultation, and our appraisal of other available data.</p> <p>The data in Appendix 2 shows that 33% of volunteers named training/employability as the main benefit of volunteering, and 36% cited personal skills. Some educational events are specifically aimed at looked after children (e.g. curriculum booster days).</p>

	Community Cohesion	X		<p>Redevelopment of site may remove access to county's heritage and collections and a good value place to visit, helping to reinforce sense of place and identity and a showcase for Leicestershire's story.</p> <p>Redevelopment of site may mean that events and exhibitions previously organised by Snibston that pull local communities together disappear e.g. Fireworks, Miners' Gala.</p> <p>Snibston is seen by visitors, volunteers and stakeholders as a key community hub in Coalville and beyond.</p> <p>Volunteering and community events are seen as a key factor in community cohesion. Reduction in levels and types of opportunities offered would affect this. 74% of listed volunteers live in the Coalville area (See Appendix 2).</p>
10.	<p>Are the human rights of individuals <u>potentially</u> affected by this proposal? Could there be an impact on human rights for any of the protected characteristics? (Please tick)</p> <p>Explain why you consider that any particular article in the Human Rights Act may apply to your policy/ practice/ function or procedure and how the human rights of individuals are likely to be affected below: [NB. Include positive and negative impacts as well as barriers in benefiting from the above proposal]</p>			
		Yes	No	Comments
Part 1: The Convention- Rights and Freedoms				
	Article 2: Right to life		X	
	Article 3: Right not to be tortured or treated in an inhuman or degrading way		X	
	Article 4: Right not to be subjected to slavery/ forced labour		X	
	Article 5: Right to liberty and security		X	
	Article 6: Right to a fair trial		X	
	Article 7: No punishment without law		X	

	Article 8: Right to respect for private and family life	X		Privacy and data protection rights will need to be taken into account in managing any changes to exhibitions/collections belonging to / donated by persons other than the County Council
	Article 9: Right to freedom of thought, conscience and religion	X		Although any proposals to remodel the provision would not deprive any one of their Article 9 rights it may be that the acquisition/ display of museum objects, provision of events and learning resources enhance a person's ability to explore a range of thoughts and ideas
	Article 10: Right to freedom of expression	X		Although any proposals to remodel the provision would not deprive any one of their Article 10 rights it may be that the acquisition/ display of museum objects, provision of events and learning resources enhances a person's ability to form and express different views as . exhibitions/ events/ collections reflect a variety of different beliefs/ views/ expression.
	Article 11: Right to freedom of assembly and association		X	
	Article 12: Right to marry		X	
	Article 14: Right not to be discriminated against		X	
	Part 2: The First Protocol			
	Article 1: Protection of property/ peaceful enjoyment		X	
	Article 2: Right to education	X		The right of the individual to access the existing educational system is not denied by any proposed changes but a broader educational objective may be affected if the service does not deliver universal, specialist and/or targeted learning provision for a range of groups. There may be an impact on an educational opportunity to adults and young people. Education is also provided through informal activities e.g.

				intergenerational events/ activities, volunteering. Approximately 50% of visitors are from Schools. Feedback and evaluation from School visits confirm that their purpose is closely linked to the formal curriculum rather than having a leisure purpose.
	Article 3: Right to free elections		X	
Section 2				
D: Decision				
11.	Is there evidence or any other reason to suggest that:	Yes	No	Unknown
	a) this policy could have a different effect or adverse impact on any section of the community;	X		
	b) any section of the community may face barriers in benefiting from the proposal	X		
12.	<p>Based on the answers to the questions above, what is the likely impact of this policy?</p> <p>The potentially significant changes to the provision require us to be mindful of the impacts on different sections of the community. As far as we are able to appraise at this stage, it is incorporated in sections 9 and 10 above, and will be reappraised in the course of the planned consultation and analysis of its results. In addition, we will be mindful of the potential for indirect discrimination on any protected Equality groups and direct discrimination as related to engaged Human Rights Act Articles.</p> <p>The proposed redevelopment to Snibston described in Section 1 (1) requires further consultation with the public and the identified stakeholders and this will take place between 14th April and 7th July 2014. As concluded below, the outcomes will be incorporated in the full EHRIA report in part 3.</p>			

	No Impact <input type="checkbox"/>	Positive Impact <input type="checkbox"/>	Neutral Impact <input type="checkbox"/>	Negative Impact or Impact Unknown <input checked="" type="checkbox"/>
Note: If the decision is 'Negative Impact' or 'Impact Not Known' an EHRIA Report is required.				
13.	Is an EHRIA report required?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	

APPENDICES

- 1 Visitor analysis
- 2 Volunteer Analysis
- 3 Museums Association Code of Ethics

Section 4: Sign off and scrutiny

Upon completion, the Lead Officer completing this assessment is required to sign the document in the section below.

It is required that this Equality and Human Rights Impact Assessment (EHRIA) is scrutinised by your [Departmental Equalities Group](#) and signed off by the Chair of the Group.

Once scrutiny and sign off has taken place, a depersonalised version of this EHRIA should be published on Leicestershire County Council's website.

Section 4 A: Sign Off and Scrutiny

Confirm, as appropriate, which elements of the EHRIA have been completed and are required for sign off and scrutiny.

Equality and Human Rights Assessment Screening ☒

Equality and Human Rights Assessment Report ☐

1st Authorised Signature (EHRIA Lead Officer):

Date:

2nd Authorised Signature (DEG Chair): ... *Heather Brington*

Date: ...26th March 2014.....