

Sustainable Development Impact Assessment Checklist

Project Name/Policy Name & No: Leadership Academy

Contact Person: Nathan Hobson

Date completed: _____

Please send through the completed checklist with a copy of the project PID or the draft policy to environment@london-fire.gov.uk. For existing policies undergoing minor amendments, please send through a marked-up copy of the policy, with the original SDIA.

Other impact assessments completed		Yes	No		
1. Has an Equalities Impact Assessment been completed?		<input checked="" type="checkbox"/>	<input type="checkbox"/>		
2. Has a Health, Safety and Wellbeing assessment been completed? <i>We were informed that a HS WIA is not required for our current Leadership Academy programmes.</i>		<input type="checkbox"/>	<input checked="" type="checkbox"/>		
Environmental Impacts					
3. Will this consume any of the following (please tick those that apply and state how and if this would increase or decrease our consumption):					
Gas	<input type="checkbox"/>	Electricity	<input checked="" type="checkbox"/>	Water	<input checked="" type="checkbox"/>
Petrol or diesel	<input checked="" type="checkbox"/>	Hazardous chemicals	<input type="checkbox"/>	Other natural resources e.g., timber	<input type="checkbox"/>
Comments:					

Due to the programmes requiring physical deliveries, both LFB staff as well as our Leadership Academy facilitators use electricity (for Electric vehicles), petrol, or diesel for travels across London. However, in the attempt to minimise pollution, the facilitators use public transport and cycle to their venues where possible.

For Colin Townsley 2 workshops, Establishment and Performance team schedule 3-4 watches with roughly 2 appliances each to attend at a centralised venue. This helps reduce electricity wastage at multiple venues as we only use one of the large display screens to display content for all watches. As the appliances need to travel to the venue, we ensure that the centralised hub/station with closest proximity to all allocated watches is selected to minimise travel distance.

Similarly, the Gillian Tanner, Frank Bailey, and training for trainers' workshops are run at centralised venues, and attendees can choose their preferred locations (in most cases), which helps reduce any additional unnecessary travel.

The coaching and mentoring and deaf awareness workshops are designed to be voluntary, where staff can opt to attend a workshop based on their preferences (timings, location, etc.). They are all held at LFB venues (either at Headquarters or area hubs) to reduce any additional or unusual impact on their workplace travel. Similar to above, as all attendees attend the session in one venue (one room), we will only use one large screen to display content, thereby significantly reducing electricity and energy consumption.

Similarly, Leadership Academy facilitators travel to individual watches to deliver LFB Values sessions to avoid any of the appliances travelling for longer periods of time for a singular workshop. This thereby minimises the use of Electricity (for electrical vehicles), Petrol, and Diesel of an entire appliance having to travel for a workshop.

The NFCC Supervisory Leadership Development Programme and Middle Leadership Programmes are run virtually, which require a certain amount of electricity to run the monitors and laptops to view the content.

With regards to Learning Support, majority of the work happens online – from email referrals, learning support authorisation forms, diagnostic screening, teams' meetings, external support interventions (GeniusWithin), workplace passports, etc. Hence, electricity will be used to work on the LFB-monitors and laptops, but will not result in any additional wastage of resources where possible.

In terms of water, we provide refreshments in most of our workshops, which requires hot water for teas, coffee, etc.

4. Will this produce or reduce our production of (please tick those that apply and describe what and how):

Non-hazardous waste	<input type="checkbox"/>	Hazardous waste (see PN 862)	<input type="checkbox"/>	pollutants to air, land, or water?	<input checked="" type="checkbox"/>
---------------------	--------------------------	------------------------------	--------------------------	------------------------------------	-------------------------------------

Comments:

Our programmes produce minimal production of pollutants to air, land, or water.

The strategic resource schedule for the Colin Townsley 2 programme with about 3-4 watches per session who are allocated to attend each session. As the appliances need to travel to the venue, we ensure that the centralised hub/station with closest proximity to all allocated watches is selected to minimise travel distance.

For the Gillian Tanner, Frank Bailey, and Training for Trainers programme, staff are allocated on an individual-basis and travel to an individual venue, using their own forms of transportation or public transportation. To minimise excessive travel, all venues are selected to be central and close to Union Street headquarters, which would therefore ensure that there will be no unusual increase in production of pollutants. In addition, for Frank Bailey Leadership Programme, individuals are provided with the opportunity to choose their preferred venue which minimises excess travelling.

The Values workshops are held in their own stations for each watch and hence does not require an appliance traveling long distances to attend the session. The facilitators travelling to the watches try and use public transport and cycling where possible to avoid excessive air pollution.

Similar to the above, the coaching and mentoring workshops and deaf awareness workshops are held at centralised hubs or at Headquarters, and attendees are able to choose their preferred location for attendance. Similarly, as the TMG workshops or bespoke deliveries are held at headquarters, there will be no additional or unusual impact on workplace travel.

The learning support team deliver presentations at Barking to new trainee firefighters as part of the FFD programme. As the facilitator aims to travel using Public transportation where possible to travel to the venue, this minimises the release of pollutants to the air.

5. Will this impact (positively or negatively):	Yes	No
a. Operational/business travel by staff	<input checked="" type="checkbox"/>	<input type="checkbox"/>
b. Travel/deliveries by our suppliers	<input type="checkbox"/>	<input checked="" type="checkbox"/>
c. Environmental protection at incidents	<input type="checkbox"/>	<input checked="" type="checkbox"/>
d. a Site of Special Scientific Interest	<input type="checkbox"/>	<input checked="" type="checkbox"/>
e. Gardens or other wildlife at stations/brigade sites (e.g., nesting birds or bats)	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Comments:

The strategic resource schedule for the Colin Townsley 2 programme with about 3-4 watches per session who are allocated to attend each session. As the appliances need to travel to the venue, I have selected 'Yes' above for the operational travel by staff section.

Procurement	Yes	No
6. Will this result in the purchase of goods, services or works or influence how they are procured?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
f. Is this for a purchase of greater than £1m?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
g. Will this use/result in a tender for manufactured goods such as electronics, textiles, and building materials?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
h. Will this service require low skilled/low paid employees?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
i. Will the goods consume utilities or consumables?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
j. Does this involve major works taking place?	<input type="checkbox"/>	<input checked="" type="checkbox"/>

k. If so are BREEAM and Ecological surveys required?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
l. Will this support future cost avoidance?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
m. Could all or part of the purchase be provided by small or local businesses?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
n. Could this be delivered by a voluntary/community sector organisation?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
o. Has a Request for Tender been submitted to Procurement through hotwire?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Comments: NA		

For the SD Team to complete:

Policy sustainability risk rating: Low

Inputs/outputs/ impacts to address in Full SDIA: A full SDIA is not required.

Date completed: 30/04/ 2024