

EQUALITY IMPACT ASSESSMENT

This is a legal document stating you have fully considered the impact on the protected characteristics and is open to scrutiny by service users/external partners/Equality and Human Rights Commission

If you require advice on the completion of this EQIA, contact elaine.savory@aapct.scot.nhs.uk

‘Policy’ is used as a generic term covering policies, strategies, functions, service changes, guidance documents, other

Name of Policy	To declare Arran War Memorial Land surplus to NHS Ayrshire & Arran		
Names and role of Review Team:	Greg MacKenzie – Property Transaction Manager Jac Maconochie – Assistant Property Services Manager	Date(s) of assessment:	11 th October 2022
SECTION ONE	AIMS OF THE POLICY		
1.1. Is this a new or existing Policy : New _____			
Please state which: Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service Change <input type="checkbox"/> Guidance <input type="checkbox"/> Other <input checked="" type="checkbox"/>			
1.2 What is the scope of this EQIA?			
NHS A&A wide <input type="checkbox"/> Service specific <input type="checkbox"/> Discipline specific <input type="checkbox"/> Other (please detail) Disposal of Land _____			
1.3a. What is the aim? To declare Arran War Memorial Hospital Land surplus and dispose via off market sale.			
1.3b. What is the objectives? To obtain the best financial return for the sale and removing the liability of owning and maintaining the Land.			
1.3c. What is the intended outcomes? To reduce the size of the NHS Ayrshire & Arran Estate and to remove the ownership cost of the surplus property.			

1.4. Who is this policy intended to benefit or affect? In what way? Who are the stakeholders? There is a financial benefit in obtaining receipts from any sale and removing ongoing maintenance costs. The stakeholders are the adjoining landowners and they have approached the Board to purchase the land.

1.5. How have the stakeholders been involved in the development of this policy? The stakeholders are keen to ensure that the land is not developed in a way that is detrimental to their property. As far as the Board is aware, both neighbours are acting in concert through the one individual who has made the offer.

1.6 Examination of Available Data and Consultation - Data includes: consultation with NA HSCP, surveys, databases, legal advice, etc.)
In accordance with the NHS Scotland Property Transactions Handbook, Property and Legal Advisers were appointed. An updated valuation was carried out and it was stated the surplus land being sold will have no cost implications on the future sale of the Arran War Memorial Hospital site.

Name any experts or relevant groups / bodies you should approach (or have approached) to explore their views on the issues.

The proposed disposal of the land by off market sale would be subject to the guidance set out in the NHS Scotland Property Transactions Handbook and once it is declared surplus by NHS Board a property and legal adviser would be appointed.

What do we know from existing in-house quantitative and qualitative data, research, consultations, focus groups and analysis?

Although the land isn't in use, it carries an ongoing risk due to the amount of trees on the steep sloped land and, by disposing of this it will remove any further costs for maintenance.

What do we know from existing external quantitative and qualitative data, research, consultations, focus groups and analysis?

The surplus land has no market value at present, so by selling this separate to the future plans of the site, it will create a financial benefit to the Board.

1.7. What resource implications are linked to this policy?

There will be cost for a Property Adviser and Legal fees.

SECTION TWO	IMPACT ASSESSMENT
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Complete the following table, giving reasons or comments where:

The Programme could have a positive impact by contributing to the general duty by –

- Eliminating unlawful discrimination
- Promoting equal opportunities
- Promoting relations within the equality group

The Programme could have an adverse impact by disadvantaging any of the equality groups. Particular attention should be given to unlawful direct and indirect discrimination.

If any potential impact on any of these groups has been identified, please give details - including if impact is anticipated to be positive or negative.

If negative impacts are identified, the action plan template in Appendix C must be completed.

Equality Target Groups – please note, this could also refer to staff

	Positive impact	Adverse impact	Neutral impact	Reason or comment for impact rating
2.1. Age <ul style="list-style-type: none"> • Children and young people • Adults • Older People 			✓	Surplus land with no effect on current services on Arran War Memorial Hospital site.
2.2. Disability (incl. physical/ sensory problems, learning difficulties, communication needs; cognitive impairment, mental health)			✓	Surplus land with no effect on current services on Arran War Memorial Hospital site.

2.3. Gender Reassignment			✓	Surplus land with no effect on current services on Arran War Memorial Hospital site.
2.4 Marriage and Civil partnership			✓	Surplus land with no effect on current services on Arran War Memorial Hospital site.
2.5 Pregnancy and Maternity			✓	Surplus land with no effect on current services on Arran War Memorial Hospital site.
2.6 Race/Ethnicity			✓	Surplus land with no effect on current services on Arran War Memorial Hospital site.
2.7 Religion/Faith			✓	Surplus land with no effect on current services on Arran War Memorial Hospital site.
2.8 Sex (male/female)			✓	Surplus land with no effect on current services on Arran War Memorial Hospital site.
2.9 Sexual Orientation <ul style="list-style-type: none"> • Lesbians • Gay men • Bisexuals 			✓	Surplus land with no effect on current services on Arran War Memorial Hospital site.
2.10 Carers			✓	Surplus land with no effect on current services on Arran War Memorial Hospital site.
2.10 Homeless			✓	Surplus land with no effect on current services on Arran War Memorial Hospital site.
2.12 Involved in criminal justice system			✓	Surplus land with no effect on current services on Arran War Memorial Hospital site.
2.13 Literacy			✓	Surplus land with no effect on current services on Arran War Memorial Hospital site.

2.14 Rural Areas			✓	Surplus land with no effect on current services on Arran War Memorial Hospital site.
2.15 Staff			✓	Surplus land with no effect on current services on Arran War Memorial Hospital site.
<ul style="list-style-type: none"> • Working conditions • Knowledge, skills and learning required • Location • Any other relevant factors 				

2.16. What is the socio-economic impact of this policy / service change? (The Fairer Scotland Duty places responsibility on Health Boards to actively consider how they can reduce inequalities of outcomes caused by socio-economic disadvantage when making strategic decisions)				
	Positive	Adverse	Neutral	Rationale/Evidence
Low income / poverty			✓	Surplus land with no effect on current services on Arran War Memorial Hospital site.
Living in deprived areas			✓	Surplus land with no effect on current services on Arran War Memorial Hospital site.
Living in deprived communities of interest			✓	Surplus land with no effect on current services on Arran War Memorial Hospital site.
Employment (paid or unpaid)			✓	Surplus land with no effect on current services on Arran War Memorial Hospital site.

SECTION THREE	CROSSCUTTING ISSUES
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What impact will the proposal have on lifestyles? For example, will the changes affect:				
	Positive impact	Adverse impact	No impact	Reason or comment for impact rating
3.1 Diet and nutrition?			✓	Surplus land with no effect on current services on Arran War Memorial Hospital site.
3.2 Exercise and physical activity?			✓	Surplus land with no effect on current services on Arran War Memorial Hospital site.
3.3 Substance use: tobacco, alcohol or drugs?			✓	Surplus land with no effect on current services on Arran War Memorial Hospital site.
3.4 Risk taking behaviour?			✓	Surplus land with no effect on current services on Arran War Memorial Hospital site.

SECTION FOUR CROSSCUTTING ISSUES				
Will the proposal have an impact on the physical environment? For example, will there be impacts on:				
	Positive impact	Adverse impact	No impact	Reason or comment for impact rating
4.1 Living conditions?			✓	Surplus land with no effect on current services on Arran War Memorial Hospital site.
4.2 Working conditions?			✓	Surplus land with no effect on current services on Arran War Memorial Hospital site.
4.3 Pollution or climate change?			✓	Surplus land with no effect on current services on Arran War Memorial Hospital site.
Will the proposal affect access to and experience of services? For example:				

	Positive impact	Adverse impact	No impact	Reason or comment for impact rating
Health care			✓	Surplus land with no effect on current services on Arran War Memorial Hospital site.
Social Services			✓	Surplus land with no effect on current services on Arran War Memorial Hospital site.
Education			✓	Surplus land with no effect on current services on Arran War Memorial Hospital site.
Transport			✓	Surplus land with no effect on current services on Arran War Memorial Hospital site.
Housing			✓	Surplus land with no effect on current services on Arran War Memorial Hospital site.

SECTION FIVE

MONITORING

How will the outcomes be monitored? The NHS Scotland Property Transactions Handbook has Post-Transaction Monitoring process.

What monitoring arrangements are in place? The Property Adviser and Legal Adviser sign off on the process during the sale process and after missives.

Who will monitor? Head of Property Services, Strategy & Partnership will monitor the process and the Chief Executive will sign off once concluded.

What criteria will you use to measure progress towards the outcomes? To complete the Property Transaction Monitoring Certification.

PUBLICATION

Public bodies covered by equalities legislation must be able to show that they have paid due regard to meeting the Public Sector Equality Duty (PSED). This should be set out clearly and accessibly, and signed off by an appropriate member of the organisation.

Once completed, send this completed EQIA to the **Equality & Diversity Adviser**

Authorised by

Iain Gairns

Title

Head of Property Services, Strategy & Partnerships

Signature



Date

07.11.2022

Identified Negative Impact Assessment Action Plan

Name of EQIA:

N/A

Date	Issue	Action Required	Lead (Name, title, and contact details)	Timescale	Resource Implications	Comments

Further Notes:

Signed:

Date:

