

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 Holmhead Lodge surplus to NHS Ayrshire & Arran use following the withdrawal of services from the premises.		
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) Property Disposal _____			
1.3a. What is the aim? To declare Holmhead Lodge surplus and dispose of the property.			
1.3b. What is the objectives? To obtain the best financial return for the sale and removing the liability of owning and maintaining the property.			

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 unused property.

1.4. Who is this policy intended to benefit or affect? In what way? Who are the stakeholders?

An empty property presents a risk of vandalism and also a potential fire hazard, so is a risk to members of the public and Estates staff. There is also a financial benefit in obtaining receipts from any sale and removing ongoing maintenance and utilities costs.

1.5. How have the stakeholders been involved in the development of this policy? There are no stakeholders associated with the premises as it is now vacant. The East HSCP are responsible for the relocation of services and will be able to evidence their Equality Impact Statement in this regard.

1.6 Examination of Available Data and Consultation - Data could include: consultations, surveys, databases, focus groups, in-depth interviews, pilot projects, reviews of complaints made, user feedback, academic or professional publications, reports etc.)

In accordance with the NHS Scotland Property Transactions Handbook, Property and Legal Advisers will be appointed.

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 property by 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?

The property carries a backlog maintenance liability of approximately £114,385.37.

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

The Market Value per the pre-marketing report is small in relation to the likely costs of either repair of the premises or demolition, so the best option is to dispose of the property quickly to minimise risk of exposure to further costs or adverse events. A quick sale may also reduce the potential for vandalism or fire.

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 			✓	Services have been withdrawn from the property.
2.2. Disability (incl. physical/ sensory problems, learning difficulties, communication needs; cognitive impairment, mental health)	✓			If re-used Holmhead Lodge does not meet best practice for supported residential accommodation

2.3. Gender Reassignment			✓	Services had been withdrawn from the property.
2.4 Marriage and Civil partnership			✓	Services had been withdrawn from the property.
2.5 Pregnancy and Maternity			✓	Services had been withdrawn from the property.
2.6 Race/Ethnicity			✓	Services had been withdrawn from the property.
2.7 Religion/Faith			✓	Services had been withdrawn from the property.
2.8 Sex (male/female)			✓	Services had been withdrawn from the property.
2.9 Sexual Orientation <ul style="list-style-type: none"> • Lesbians • Gay men • Bisexuals 			✓	Services had been withdrawn from the property.
2.10 Carers			✓	Services had been withdrawn from the property.
2.10 Homeless			✓	Services had been withdrawn from the property.
2.12 Involved in criminal justice system			✓	Services had been withdrawn from the property.
2.13 Literacy			✓	Services had been withdrawn from the property.
2.14 Rural Areas			✓	Services had been withdrawn from the property.

2.15 Staff <ul style="list-style-type: none"> Working conditions Knowledge, skills and learning required Location Any other relevant factors 	✓			<p>The Building was in poor quality, with a high level of backlog maintenance. The building does not offer any potential for reuse and the East HSCP have confirmed that their services have no further use for the property.</p>
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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			✓	Services had been withdrawn from the property.
Living in deprived areas			✓	Services had been withdrawn from the property.
Living in deprived communities of interest			✓	Services had been withdrawn from the property.
Employment (paid or unpaid)			✓	Services had been withdrawn from the property.

SECTION THREE CROSSCUTTING ISSUES

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?			✓	Services had been withdrawn from the property.

3.2 Exercise and physical activity?			✓	Services had been withdrawn from the property.
3.3 Substance use: tobacco, alcohol or drugs?			✓	Services had been withdrawn from the property.
3.4 Risk taking behaviour?			✓	Services had been withdrawn from the property.

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?			✓	Services had been withdrawn from the property.
4.2 Working conditions?			✓	Services had been withdrawn from the property.
4.3 Pollution or climate change?			✓	Services had been withdrawn from the property.
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			✓	Services had been withdrawn from the property.
Social Services			✓	Services had been withdrawn from the property.
Education			✓	Services had been withdrawn from the property.

Transport			✓	Services had been withdrawn from the property.
Housing			✓	Services had been withdrawn from the property.

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, which will be subject to audit by our external advisers.	
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

A handwritten signature in black ink, consisting of a stylized 'I' followed by a cursive flourish.

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:

