

## SECTION 1 - DO I NEED AN EIA?

## DO I NEED AN EIA?

**Name of policy/activity:**

**Lossiemouth Locality Health and Wellbeing Community Engagement Activity – Moray Coast Medical Practice - Potential Closure of Burghead and/or Hopeman Branch Surgeries**

Please choose one of the following:

Is this a:

- New policy/activity?
- Existing policy/activity?
- Budget proposal/**change for this policy/activity?**
- Pilot programme or project?

**Decision****Set out the rationale for deciding whether or not to proceed to an Equality Impact Assessment (EIA)**

This Equality Impact Assessment relates to the impact on the Moray Coast Medical Practice patient population, of the current closure and potential permanent closure of the Burghead and Hopeman Branch Surgery buildings,

The condition of the Burghead and Hopeman branch surgery buildings have been a subject of discussion for several years. In particular questions have been raised as to whether the branch surgeries meet the current Health Care Standard requirements. Despite the shortcomings, the Practice kept the buildings open and provided limited surgery sessions per week until the start of the Covid pandemic. In March 2020, following Scottish Government guidance, the Practice moved to a telephone first model of service delivery supported by video calls and with face-to-face appointments available at Lossiemouth for those patients with a clinical need to be seen in person.

A decision regarding the future of the branch surgery buildings therefore required to be taken. It was agreed at a meeting of the Moray Integration Joint Board (Moray IJB) on 30 September 2021 that the next stage towards reaching any decision should be a Community Engagement and Consultation process and the outcome of that activity be formally reported back to the Moray IJB on the 26 May 2022.

Surveys of the branch surgery buildings were undertaken as part of the engagement and consultation process. The Burghead building (which is owned by a private landlord) and the Hopeman building (which is owned by the Moray Coast GP practice) were surveyed in September 2021 by the NHS Grampian premises team. The outcome of which

concluded that the branch surgeries fail to meet a number of legislative requirements and are unable to reopen in their current state.

These failings relate to the following requirements:

- The duty to make reasonable adjustments as defined in the Equality Act 2010
- The National Health Service (Scotland) act 1978 - The primary medical services directions 2004
- Scottish Health Planning Note (SHPN) 36, Part 1 which sets out the design guidance for General Medical Practice Premises in Scotland.
- Scottish Health Facilities Note 30: 'Infection control in the built environment' Version 2 and Healthcare Associated Infection System for Controlling Risk in the Built Environment (HAI Scribe)

Some of the overall failings can be remedied at a financial cost, and some require an increase in physical space which is not possible within the current buildings' foot print.

The more substantive failings include:

- Inadequate disabled access
- Room sizes do not comply with current design standards
- Toilet facilities require to be shared between patients and staff
- No available staff rest/changing facilities
- Inadequate utility/cleaning areas
- Fire escape strategy for one direction of travel

There were also structural integrity concerns regarding the Hopeman building. A subsequent structural survey of the Hopeman Branch Surgery was recommended. This duly took place in February 2022 by Cameron and Ross Structural Engineers. The outcome of which noted "it would be necessary to have the foundations exposed for investigation and the drainage surveyed for condition. In addition some inspection of the wall cavities to observe the condition of any wall tiles present".

There is therefore a likelihood that the branch surgery buildings remain closed for a further period of time or indeed that they remain closed permanently.

In either case there requires to be an equality impact assessment undertaken to determine the potential impact on protected groups impacted by the closure.

It is therefore recommended an EIA be undertaken.

**Date of Decision:** 31/03/2022

**If undertaking an EIA please continue onto the Section 2. If not, pass this signed form to the Equalities Officer.**

**Assessment undertaken by** *(please complete as appropriate)*

Director or Head of Service

- Sean Coady

Lead Officer for developing the policy/activity	<ul style="list-style-type: none"><li>• Iain Macdonald</li></ul>
Other people involved in the screening (this may be council staff, partners or others i.e contractor or community)	<ul style="list-style-type: none"><li>• Lossiemouth Locality Community Engagement Steering Group (Public and Professional Representation)</li><li>• Equal Opportunities Officer</li></ul>

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## SECTION 2: EQUALITY IMPACT ASSESSMENT

### Brief description of the affected service

1. Describe what the service does:

The Burghead and Hopeman branch surgery buildings provide off site clinic space for Nurses and GPs the main Moray Coast Medical Practice building in Lossiemouth, Moray.

The branch surgeries provide an opportunity for community members to attend an initial GP or Nurse appointment within their local community. Prior to the Covid pandemic there were approximately 54 appointments at each branch surgery during the working week; 27 (50%) were with a GP and 27 (50%) with a Nurse. The total number of appointments within the Lossiemouth building were 1400 per week.

Moray Coast Medical Practice have a total patient population of 10,176 of which 3,108 (31%) live within the Burghead, Cummington or Hopeman post code areas.

2. Who are your main stakeholders?

- Patients of the Moray Coast Medical Practice
- Moray Coast Medical Practice
- Health and Social Care Moray
- NHSG
- Third Sector/Community Providers
- Private Landlords of the Burghead, Hopeman and Lossiemouth Surgery Buildings

3. What changes as a result of the proposals? If the service is reduced or removed?

That Burghead and Hopeman branch surgeries, which are currently temporarily closed, continue to remain temporarily closed or are permanently closed and that the services provided are either relocated to the Lossiemouth building or take place in other community settings/patients homes. The Lossiemouth building accommodates an extensive range of health and social care staff that form a multi disciplinary team.

This would provide a modernisation of the current service enabling patients to be seen by the right health care professional at the right time within a modern facility.

4. How will this affect your customers?

Some individuals requiring a medical appointment would require to travel through to Lossiemouth from the outlying villages of Hopeman (5.5 miles), Burghead (8 miles) and Cummington (6.5 miles).

5. Please indicate if these apply to any of the protected characteristics

Protected groups	Positive impact	Negative impact/risks
Race	No	No
Disability	Yes	Yes
Carers (for elderly, disabled or minors)	No	No
Sex	No	No

Pregnancy and maternity (including breastfeeding)		
Sexual orientation	No	No
Age (include children, young people, midlife and older people)	Yes	Yes
Religion, and or belief	No	No
Gender reassignment	No	No
Inequalities arising from socio-economic differences	Yes	Yes
Human Rights	No	No

**6. Evidence.** What information have you used to make your assessment?

<b>Performance data</b>	Yes
<b>Internal consultation</b>	Yes An engagement and consultation activity has been carried out with key stakeholders.
<b>Consultation with affected groups</b>	Yes An engagement and consultation activity has been carried out with key stakeholders.
<b>Local statistics</b>	Yes Patient data has been analysed to determine impact on protected groups.
<b>National statistics</b>	Yes Local patient data has been compared to National data.
<b>Other</b> Stakeholder Survey Stakeholder Engagement Events Structural Surveys of Facilities Meetings with Transport Providers	Survey completed by 490 (5%) of stakeholders. The vast amount of respondents were from the Burghead and Hopeman communities. 6 community engagement events were facilitated and attended by 84 people. Surveys were carried out on both branch surgery buildings and a subsequent exterior structural survey of the Hopeman building. Meetings took place with Stagecoach Buses, Moray Dial a Bus and the Hopeman Community Mini Bus Group.

**7. Evidence gaps**

Do you need additional information in order to complete the information in the previous questions?

**No.**

**8. Mitigating action**

*Can the impact of the proposed policy/activity be mitigated? Yes*

Please explain

**Immediate (1 month)**

- Introduce a dedicated Moray Dial a Bus service to connect the villages of Burghead, Hopeman, Cummington and Duffus to Lossiemouth. Initially for a 3 month period to determine demand.
- Increase profile and awareness of Moray Dial a Bus service
- Increase profile and awareness of Community Mini Bus service
- Increase the facilitation of Nurse led clinics in community facilities
- Increase support available in the use of remote consultations platforms; Near Me, E-Consult etc
- Increase awareness and understanding of the Pharmacy First model
- Increase availability of home visits by GP/Nurses for housebound patients, especially those with limited access or knowledge of digital platforms
- Increase the availability of clinical rooms and waiting area facilities within the Main Lossiemouth Surgery building

**Medium Term (3 to 6 months)**

- Improve the transport infrastructure through extending the Stagecoach Bus route thus connecting the villages of Burghead, Hopeman, Cummington and Duffus to Lossiemouth
- Further development of Community Transport Network through supporting the work of the Community Mini Bus Committee
- Improve ICT facilities and support mechanisms within community settings to enable patients to participate in remote consultations
- Introduce the provision of Mobile/Pop Up Clinics within communities

Disability	
Carers (for elderly, disabled or minors)	
Pregnancy and maternity (including breastfeeding)	
Age (include children, young people, midlife and older people)	
Gender reassignment	
Inequalities arising from socio-economic differences	
Human Rights	

## 9. Justification

**If nothing can be done to reduce the negative impact(s) but the proposed policy/activity must go ahead, what justification is there to continue with the change?**

**What is the aim of the proposal?**

*The proposal aims to improve the health and wellbeing provision for the residents living within the Lossiemouth locality boundary. A component part of this is to address the long standing concerns in relation to the Moray Coast Medical Practice branch surgery buildings in Burghead and Hopeman and the Moray Coast Medical Practice building in Lossiemouth.*

*It is believed that this proposal will provide a greater degree of equity for patients of the Moray Coast Medical Practice as they will each receive the equivalent standard of service when they attend a surgery building; both in terms of facilities and staffing. The Lossiemouth building is accessible to all and has a health and social care multi disciplinary team on site to meet patient needs. For those that require support to travel to their appointments transport will be provided. Those patients who are considered housebound will continue to receive a visit to their home from a GP, Nurse, or Health Care Professional. Where appropriate community based activity will continue to take place in a suitable location i.e. vaccination programmes.*

Alternatives considered:

- Continue with current premises – the premises do not meet HC standards on a number of grounds and as such cannot reopen until these issues are addressed
- Refurbishment of current premises – surveys of the Burghead and Hopeman buildings indicate that it is not possible to bring the buildings up to standard due to space constraints within the current building footprint
- Extension to current premises – a structural survey of the Hopeman premises indicates concerns about the structural integrity of the building; an extension onto the building would not therefore be recommended without further structural investigations. The landlord of the Burghead premises has indicated that they believe the building can be extended to ensure the building meets the required legislative standards and shared draft building plans. Costs and contractual arrangements have not been formally discussed.
- Utilising another community building – there are vacant buildings within the locality, however the costs attached to this work and the suitability of specific buildings has not been explored in detail. The costs associated and the timescales for planning any work prevent this being a short term viable solution.
- Single new build – an option exists to build a new branch surgery within one of the villages. The costs associated and the timescales for planning any work prevent this being a short term viable solution.

## 10. Summarise how the proposals assist Moray Council in meeting its public sector equality duties

**a: Do the proposals have relevance in relation to the duty to eliminate discrimination, harassment, victimisation or other conduct prohibited by the Equality Act 2010? Yes**

**b: If the answer to 10a is yes, what steps have been taken to help eliminate discrimination, harassment, victimisation or other conduct prohibited by the Equality Act 2010?**

The project enables all patients of the Moray Coast Medical Practice to receive an equitable service in relation to the standard of premises and access to health professionals.

**c: Do the proposals give the opportunity to promote equality of opportunity on the grounds of any of the protected characteristics (race, disability, sex, pregnancy of maternity, sexual orientation, religion or belief, gender reassignment, age, socio-economic status)? Yes**

**d: If the answer to 10c is yes, how do the proposals promote equality of opportunity?**

Equality of opportunity on the grounds of disability.

The expansion of on-demand public transport will improve access to medical facilities for a variety of groups, for example on the grounds of disability, sex and socio-economic status. In addition, it can open up access to other spheres such as employment, education, access to services.

**e: Do the proposals give the opportunity to foster good relations between people who share a protected characteristic and those who don't? No**

**f: If the answer to 10e is yes, how do the proposals assist in fostering good relations between people that share a protected characteristic and those who don't?**

The proposals give the opportunity to provide an equitable service for all.



## SECTION 3 CONCLUDING THE EIA

## Concluding the EIA

1. No negative impacts on any of the protected groups were found.	
2. Some negative impacts have been identified but these can be mitigated as outlined in question 8.	
3. Negative impacts cannot be fully mitigated the proposals are thought to be justified as outlined in question 9.	✓
4. It is advised not to go ahead with the proposals.	

**Decision**

Set out the rationale for deciding whether or not to proceed with the proposed actions:

The project will proceed as it has significant positive impacts for all residents and visitors to the area. The proposed mitigating actions go some way towards overcoming the impacts and have the potential for positive impacts in relation to other activities such as employment, education and access to services.

**Date of Decision:** XX/05/2022

**Sign off and authorisation:**

<b>Service</b>	Moray Health and Social Care Partnership
<b>Department</b>	Health and Social Care
<b>Policy/activity subject to EIA</b>	Moray Coast Medical Practice Burghead and Hopeman Branch Surgery Buildings
We have completed the equality impact assessment for this policy/activity.	Name: Iain Macdonald Position: Locality Manager Date: XX/05/2022
Authorisation by head of service or director.	Name: Sean Coady Position: Head of Service Date: XX/05/2022
Please return this form to the Equal Opportunities Officer, Chief Executive's Office.	