

Appendix One

Section A: Standard Impact Assessment Process Document

NHS Fife Standard Impact Assessment Process Document

Question 1: Name of Document

Lochgelly Health Centre Services Project (Initial Agreement Document)

Q1 a: Policy Guidance Protocol Procedure Service

Other, please detail **Re-provision of health centre facilities (Primary / Community Health & Social Care) to support models of care**

Question 2: What is the scope of this SIA

NHS Fife Wide Service Specific Discipline Specific

Other, please detail **NHS Fife-wide and H&SCP (West Division)**

Question 3: Is this a new development?

Yes No

Question 4: If no to Question 3 what is it replacing?

Re-provision of Lochgelly Health Centre and service delivery within a new facility

Question 5: Team responsible for carrying out the Standard Impact Assessment (SIA) please list.

H&SCP – Community Services West Division

Question 6: Main SIA person’s contact details

Name:	Lorraine Cooper-King	Telephone Number:	01383 565325
Department:	West Division	Email:	Lorraineking1@nhs.net

Question 7: Describe the main aims, objective and intended outcomes

NHS Fife has recognised that Lochgelly Health Centre facilities limit high quality, modern and integrated patient care that do not meet current standards.

The vision for health and social care services is to provide robust integrated care that crosses the boundaries between primary, community, health and social care with GPs, healthcare professionals and social care staff working together as one system to provide care at home, or as close to home wherever possible, with a strong focus on early intervention, prevention, anticipatory care and self management.

Authorisation, by NHS Fife Capital Planning Group, was given to begin to look at potential capital investment to meet patient and service needs. Work to develop an Initial Agreement Document (IAD) - in line with Scottish Government guidelines) -commenced in May 2016.

Primary Care Services in Lochgelly are currently delivered from the existing Lochgelly Health Centre, a circa 1970’s constructed facility that has been considerably modified and extended throughout its lifetime. The Primary Care services are provided by three individual General Practices. Services include:

- GP activity (Lochgelly Medical Practice, Lochgelly Meadows Practice, & Lochgelly (Dr Thompson) Practice)
- Nurse activity
- Phlebotomy
- Community Nursing
- Minor surgical procedures
- Psychology (outpatient)
- Targeted sexual health for younger people
- Dietetic consultations
- Podiatry services
- Smoking
- Midwifery (ante-natal)
- Paediatric consultations
- Mental health consultations

The services provided from the existing Lochgelly Health Centre are primarily provided in support of the population needs of the people of Lochgelly and surrounding areas which include: Lochgelly East; Lochgelly West; Lumphinnans; Ballingry; Lochore; and Crosshill, with 79% of the resident population registered with the affected GP Practices living in this area.

As part of the IAD, long-list and short-list options were considered. The preferred option – a new build in Lochgelly – would contribute to meeting national outcomes for integration; in particular:

- Outcome 3: people who use health and social care services have positive experiences of those services, and have their dignity respected
- Outcome 5: health and social care services contribute to reducing health inequalities
- Outcome 9: resources are used effectively in the provision of health and care services.

The preferred options would provide:

- Integrated and coordinated care, i.e. potential to develop new models of care across health, social and other services; increased access to a range of services; significant improvement in the physical environment
- Quality / patient care, i.e. improved capacity to deliver an increased range of services in an integrated way; improved accessibility; ability to provide group work
- Improving staff wellbeing, i.e. significant improvement in the physical environment including staff facilities; safer working; significant improvement in morale
- Reducing inequalities, i.e. potential to target health inequalities; accessibility will be greatly improved within the facility
- Risk and harm, i.e. reduce the potential for risk and harm to patients, carers, visitors and staff by the provision of safe, modern, and fit for purpose buildings

Question 8:

(i) Who is intended to benefit from the policy/service development/other – is it staff, service users or both?

Staff

Service Users

Other, Please Identify

Other agencies e.g. Local Authority; Voluntary Orgs

(ii) Have they been involved in the development of the Policy/guidance/protocol/procedure/ service development/other?

Yes As appropriate No

(iii) If yes, who was involved and how were they involved? If no, is there a reason for this action?

Key stakeholders were identified from within NHS Fife, local authority and leaders from the local community, and were involved at key stages throughout the Strategic Assessment and IAD processes. List of stakeholders and their involvement is available on request.

- (iv) Please include any evidence or relevant information that has influenced the decisions contained in the SIA: (this could include demographic profiles, audits, research, published evidence, and health needs assessment, work based on national guidance or legislative requirements etc)-embed them into this section as pdf.

Comments: Further information and details available in the Initial Agreement Document



Lochgelly
IAD-18.05.17-finalv1.1

Question 9: When looking at the impact on the equality groups, does it apply within the context of the General Duty or the Equality Act 2010 see below:

In summary, those subject to the Equality Duty must have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups; and
- Foster good relations between different groups

Has your assessment been able to demonstrate the following: Positive Impact, Negative/Adverse Impact or Neutral Impact?

What impact has your review had on the following 'protected characteristics'	Positive	Adverse Negativ	Neutral	Comments
Age	X			<p>Provide any evidence that supports your answer for positive, negative or neutral including what is currently in place or is required to ensure equality of access.</p> <p>Cowdenbeath Locality (of which Lochgelly is part of) rate – per 100,000 – for emergency admissions is higher than the figure for Fife as a whole; 8,312 compared to 7,065.</p> <p>For those aged 65+ with multiple emergency admissions, Cowdenbeath Locality has a rate of 5,935 per 100,000 population compared to 4,940 for Fife and 5,238 for Scotland.</p> <p>Group room will allow group-based activities, as appropriate.</p> <p>Provision for additional clinic rooms and admin space will allow co-location of staff from various disciplines to communicate / share care for patients of all ages – young and old.</p>
Disability (including physical/sensory problems, learning difficulties, communication needs, cognitive impairment)	X			<p>New health centre premises / facilities will allow for better accessibility for disabled patients & wheelchair users; child friendly waiting areas; private waiting space to support patients and carers who are challenged by open spaces or exhibiting challenging behaviours.</p>
Gender Reassignment			X	
Marriage and Civil Partnership			X	

Pregnancy and Maternity	X			Increased access to available rooms for visiting midwifery clinics / group work
Race/Ethnicity			X	
Religion/Faith			X	
Sex (male/female)			X	
Sexual Orientation			X	
Staff (This could include details of staff training completed or required in relation to service delivery)	X			Enable different staff groups paths to cross. Staff want to feel safe in accessing and egressing the facility. Investment in information technology and teaching facilities as well as staff change, shower and communal staff room facilities
Cross cutting issues: Included are some areas of for consideration. Please amend/add as appropriate. Further areas to consider in Appendix 4				
Carers	X			Space in consulting rooms and waiting areas for carer or accompanying person. Private waiting space e.g. support for carers of autistic patients if they become agitated. Multi-purpose room with adaptable furnishings to allow various group and 1:1 support
Homeless			X	
Involved in Criminal Justice System			X	
Language/Social Origins			X	
Low income/poverty	X			Access to integrated services. Potential to reduce health inequalities. Cowdenbeath has been identified for specific targeted investment and intervention to address historical health and social care inequality issues. Cowdenbeath Locality is within the 20% most deprived areas in Scotland and performs negatively in relation to overall Fife SIMD figures: 35% overall deprived compared to Fife average of 20%; 31% income deprived compared to 20% Fife average; and 25% health deprived compared to 15% for Fife. The life expectancy within the Cowdenbeath Locality area is lower than the Fife average at 75.1 years for males and 79.5 for females, compared to 77 years for males and 81.1 for females respectively. In addition, the percentage of children (aged

				under 16) in poverty in the Cowdenbeath Locality area is 25.8% (as at 2013). This is considerably higher than the Fife average which sits at 19.1%.
Mental Health Problems	X			Per 100,000 population, Cowdenbeath Locality reports over 1000 more individuals (5,132) living with a mental health condition compared to Fife overall. Increased availability of rooms / capacity will allow for an increase in number of clinics / interventions delivered from the Health Centre.
Rural Areas			X	

Question 10: If actions are required to address changes, please attach an action plan (from the service/program/project group or for specific actions) to this document.

Action plan attached? See template for help as below.

Yes No

Question 11: is a full EQIA required?

Yes No

Please state your reason for choices made in Question 11

No current adverse / negative impacts identified

If the screening process has shown potential for a high negative impact you will be required to complete a full equality impact assessment.

Date Standard EQIA Completed	May 2017 (revised September 2017)
Date of next EQIA Review	TBC
Signature	
Department or Service	West Division, Fife H&SCP
Print Name	Lorraine Cooper-King

Please keep a completed copy of this template for your own records and attach to any appropriate tools as a record of SIA or EQIA completed. Send copy to: fife-UHB.EqualityandHumanRights@nhs.net