

# Equality and Health Inequalities Impact and Risk Assessment (EHIIRA)

## Stage 1 Template for Services, Policies and Functions

Title of Service / Policy / Function:

**Dr Bello's Surgery Relocation to Acorn  
Primary Health Care Centre, Accrington**

Please complete all sections of this EHIIRA template and refer to the EHIIRA Guidance document for more information.

For further support or to submit your completed Stage 1 EHIRA document for approval, contact your Inclusion Business Partner directly or e-mail [inclusion.team@nhs.net](mailto:inclusion.team@nhs.net)

## 1. Assessment Overview:

**Name of organisation:** Dr Bello’s Surgery

**Assessment Lead Contact:** Amanda Trayford

**Responsible Director/Board Member for this assessment:**

**Insert here**

**Other contacts involved in undertaking this assessment:**

**Insert here**

**Start Date:** 23/10/2024

**Completed Date:** 05/11/2024

Who is impacted by this service / policy / decision?	Yes	No	Indirectly / Possibly
Patients / Service Users	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Carers or Family	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
General Public	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Staff	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Partner Organisations	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### Summary information of the service / policy / decision being assessed:

Dr Bello’s Surgery currently resides at Dill Hall. There is currently no lease or agreement for rent reimbursement with the ICB and the current landlord. This creates significant instability for the practice.

Dill Hall requires renovation works, of which are extensive, and the maintenance of the building is increasingly becoming financially unviable. Thus, creating further instability for the future.

Benefits that the surgery and its patients will receive by the relocation are:

- Creates stability, resilience and longevity of the future of the practices in their premises with a long-term lease
- Improved facilities for both patients and staff in a newly purpose-built building

- Increased car parking
- Increased public transport access
- Shared working spaces for both Dr Bello's and King Street Surgery creating opportunities for:
  - Cross cover working of the teams increasing resilience
  - Building the teams across the two surgeries
  - Economies of scale working benefits by working from one site, creating a basis in preparation and readiness for proposed future merger
  - Increased communication and team working across the two practices
  - One site where all staff will be based reducing the need for travelling time of staff
- Shared learning and relationship building with other practices within the centre

Ability to book further accommodation where necessary within the centre to allow for further opportunities in the future such as ad hoc clinics, workshops and patient support groups.

## 1. Equality Impact

For each question, please answer Yes or No, and provide a brief rationale for your answer.

1. Will this (decision / proposal / change) affect / impact on people in any way? (e.g. population, patients, carers, staff)

YES  NO

Add narrative:

Patients will access their primary care general practice health care services from a different site to originally at Acorn Primary Health Care Centre.

Dr Bello's Surgery staff will be relocated to work from Acorn Primary Health Care Centre.

2. Is this decision or change part of a transformation programme or commissioning / decommissioning review?

YES  NO

Add narrative:

3. **Is this a decision that may change or potentially change the delivery of a service / activity or introduce a charge?**

YES  NO

Add narrative:

4. **Will this (decision / proposal / change) potentially reduce the availability of a service, activity, or product (e.g. prescriptions)?**

YES  NO

Add narrative:

5. **Is this a review of a policy, procedure, protocol, or strategy?**

YES  NO

Add narrative:

6. **Is this (decision / proposal / change) about improving access or delivery of a service?**

YES  NO

Add narrative:

The proposal will improve delivery of services by increasing health care facilities available to the patients and staff, in a purpose built clinical environment, whilst also creating stability in the practice accommodation for the future.

7. **Will this (decision / proposal / change) potentially impact on Protected Groups covered by the Equality Act 2010 and other Inclusion Health Groups?**

Protected Group(s) impacted by this service / policy / decision?	Positive	Negative	Neutral
<b>Age</b> Groups impacted may include young people, older people or working-age population.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Disability</b> Groups impacted may include people with physical / learning disabilities, long term conditions, or poor mental health	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## Equality and Health Inequalities Impact and Risk Assessment – Stage 1 Template

<b>Sex (Gender)</b> Groups impacted may include males or females – or specific gendered groups such as boys and girls.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Gender Reassignment</b> This includes people proposing to undergo, who are undergoing or have undergone gender reassignment.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Race</b> Groups impacted may include different ethnicities, nationalities, national identities, and skin colours.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Religion and Belief</b> Groups impacted can include all recognised faith groups and those who do not follow any religion or belief system	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Sexual Orientation</b> Groups impacted may include gay / bisexual men, lesbian / bisexual women, or heterosexual people	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Pregnancy and Maternity</b> Groups impacted may include pregnant women, people on maternity leave and those caring for a new-born / young child	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Marriage and Civil Partnership</b> This includes people within a formal legal partnership – sex and opposite sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Inclusion Health Group(s) impacted this service / policy / decision?</b>	<b>Positive</b>	<b>Negative</b>	<b>Neutral</b>
<b>Carers</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Military Veterans</b> and their Families	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Looked After Children</b> and Young People	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Rural</b> and/or Remote Communities	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Refugees</b> and Asylum Seekers	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>People with Poor Literacy</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>People with Addiction</b> and/or Substance Misuse	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>People in Contact</b> with the Justice System	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Sex Workers</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Other Please State</b>			

Add narrative:

### 8. Will this (decision / proposal / change) affect Employees or levels of training for those who will be delivering the service?

YES  NO

Add narrative:

The staff will be relocated to Acorn Primary Health Care Centre. Staff have already been engaged and all are positive for the change.

**9. Will this (decision / proposal / change) have any positive effect / impact in reducing health inequalities?**

YES  NO

Add narrative:

**10. Will this (decision / proposal / change) have any negative effect / impact on health inequalities?**

YES  NO

Add narrative:

## 2. Equality Risk

For each question, please answer Yes or No, and provide a brief rationale for your answer.

**11. To reach your (decision / proposal / change) have you considered any information / supporting documents?**

YES  NO

Add narrative:

- Building plans
- Site visits reviewing facilities
- Patient engagement responses
- Staff consultation
- Meetings with Estates Management.

**12. Have you engaged or consulted with people or stakeholders / staff that may be affected by the (decision / proposal / change)?**

YES  NO

Add narrative:

Full public and patient consultation is underway led by the ICB. The response to this proposal is positive.

**13. Have you taken specialist advice in regard to impacts of the (decision / proposal / change)?**

YES  NO

Add narrative:

**14. Have you considered how this can address and eliminate discrimination, harassment, and victimisation?**

YES  NO

Add narrative:

Policies, procedures and training are already in place. However in terms of safety, the new facilities are better equipped to protect staff and patients of potential abuse and increase staff and patient safety.

**15. Have you considered how this can help to address inequality issues to enable all groups to access services?**

YES  NO

Add narrative:

The proposed premises has the increased facilities of disabled parking, lift access, wheelchair access, induction loops, appropriate signage, larger waiting room space, private room for confidential discussions and nursing mother facilities.

**16. Have you considered how this can help foster good relations and community cohesion within communities?**

YES  NO

Add narrative:

With the ability to book a large meeting room, the opportunities for the practice to hold group consultations and events are increased. The practice will be based alongside a variety of other primary healthcare services, enabling relationship building and effective communication across the services.

**17. Can you address or minimise any negative impacts that may represent an equality risk?**

YES  NO

Add narrative:

**18. Will your decision reports be available to the public?**

YES  NO

Add narrative:

### 3. Human Rights Impact

For each question, please answer Yes or No, and provide a brief rationale for your answer.

**19. Is there any concern that Article 2: Right to life may be breached?**

**YES**  **NO**

Add narrative:

**20. Is there any concern that Article 3: Right not to be treated in an inhuman or degrading way may be breached?**

**YES**  **NO**

Add narrative:

**21. Is there any concern that Article 5: Right to liberty may be breached?**

**YES**  **NO**

Add narrative:

**22. Is there any concern that Article 6: Right to a fair trial or hearing (this includes right to fair assessment, interview, or investigation) may be breached?**

**YES**  **NO**

Add narrative:

**23. Is there any concern that Article 8: Right to respect for private and family life may be breached?**

**YES**  **NO**

Add narrative:

**24. Is there any concern that Article 9: Right to freedom of thought, conscience and religion may be breached? E.g. right to participate (individually or as a group) religion / belief.**

**YES**  **NO**

Add narrative:

**25. Is there any concern that Article 10: Right to freedom of expression may be breached? E.g. concern that people will not be able to have opinions and express their views on their own or in a group.**

**YES**  **NO**

Add narrative:

**26. Is there any concern that Article 14: Right not to be discriminated against in relation to any human rights, may be breached?**

**YES**  **NO**

Add narrative:



27. Is there any concern the obligation to protect human rights may be breached?  
E.g. concern that systems, processes and monitoring will not identify human rights breaches.

YES  NO

Add narrative:

## 4. Assessment Comments

28. Further comments from individual / team drafting this assessment:

Add narrative:

The proposed move to Acorn Primary Health Care Centre will result in providing a wholly inclusive environment to the patients of the practice and staff with improved facilities being available that include but not exhaustive to:

- Approved signage
- Learning disability approved signage
- Induction loops available
- Large car park
- Disabled parking
- Improved wheelchair and mobility impaired access
- Lifts available
- Private discussion room available
- Increased public transport links
- Accessibility of pharmacies.

29. Stage 1 Assessment / Approval comments from MLCSU Inclusion Team:

Add narrative:

## 5. Approval

All EHIIRAs should have governance oversight via formal committee. Please provide details of the arrangements for formal approval below.

**Name of formal committee approving this assessment:** **Insert here**

**Date of committee meeting:** **DD/MM/YYYY**

**Name of person completing this assessment:** **Insert here**

Below fields to be completed by Inclusion Unit upon receiving assessment:

Date received by Inclusion Team for assurance check: DD/MM/YYYY

Name of Inclusion Team Member completing assurance check: Insert here

Date of completed assurance check: DD/MM/YYYY

## 6. What Next?

1. Save a finalised copy for your records and share via your governance pathways and with the Inclusion Team. Please send the completed assessment to the Inclusion Team: [inclusion.team@nhs.net](mailto:inclusion.team@nhs.net)
2. Follow any specialist advice or guidance from the Inclusion Team (if provided).