

Change Equality Impact Assessments (EqIAs)

1. Proposal details	
Name of the policy/project/process being assessed (subsequently referred to as project)	Proposed Relocation of Beaumont Park Medical Centre to New Surgery Building on Authority owned land at Newsteads Drive, Monkseaton
Purpose of project	To provide a modern state of the art surgery building that will be fully up to current NHS standards and that will allow the practice to diversify and improve the services it can offer patients including those with legally and non-legally protected characteristics.
Who is the project intended to benefit?	Patients registered and who will register with the practice including those with legally and non-legally protected characteristics, their family and carers. Doctors and other staff working within the building. Visitors to the building.
What outcomes should be achieved?	<p>The practice needs to move to new premises because it is overprescribed and no longer serves the local population effectively. This is having an impact on local people with health conditions, disabilities, pregnant women, babies and young children and those with other legally and non-legally protected characteristics who should be receiving the very best medical treatment.</p> <p>The current building has no dedicated general or disabled parking, and the building also has many other accessible deficiencies and non-compliance issues and is deemed unsuitable for continuing health care.</p> <p>The opportunity of moving to a new build facility, which fully meets current NHS and accessibility standards, will resolve these equality issues.</p> <p>At the present time the practice has found it necessary to formally close its patient list because of conditions within the building which are also causing difficulty for the practice recruiting staff. Each of the two GPs at the practice is having to serve approximately 3000 patients each whereas the average in other practices in the area is approximately 1300.</p> <p>There is also a risk of the practice closing which would see the dispersal of approximately 6000 patients.</p> <p>A new build solution will negate this risk and it is hoped that it will help improve staff recruitment and reduce the numbers of patients each GP sees to the benefit of all registered patients and new patients including those with legally and non-legally protected characteristics.</p>
Version of EqIA	V1.0
Date this version created	28/10/2022
Confidential	no
Directorate	Commissioning and Asset Management

Service	Strategic Investment & Asset Management	
	Name	Service or organisation
Principal author	Niall Cathie	Strategic Investment and Asset Management
Additional authors	Behnam Khazaeli	Public Health

2. Groups Impacted		
Does the project impact upon?		If yes, what is the estimated number impacted? And the Level of impact this will have on the group (high, medium, low)
Service Users	yes	Approximately 6000 registered patients – medium Impact
Carers or Family of Service Users	yes	Linked to the above – medium Impact
Residents	yes	Those residents living within the vicinity of the proposed site – low Impact
Visitors	yes	N/A
Staff	yes	There are 2 GP's and 9.5 full time equivalent support staff within the surgery – medium level impact
Partner Organisations	yes	The closure of the patient list will have a medium impact on the other 2surgeries within the area

3. Evidence Gathering and Engagement		
	Internal evidence	External Evidence
What evidence has been used for this assessment?	Ward profile information on Health and Wellbeing for Monkseaton North Ward	Information received from Beaumont Park Medical Practice, the NHS North East and North Cumbria Integrated Care Board, Newcastle and North Tyneside Local Medical Committee and Whitley Bay Primary Care Network outlining the issues with the building and also providing staff and patient statistics.
Have you carried out any engagement in relation to this proposal?	yes	
If yes of what kind and with whom? If no, why not?	<p>The Council's has placed notices in the press regarding the proposed disposal of the land at Newsteads Drive. Should the proposed disposal of the land be agreed, the proposed development of a new surgery has resulted in representations being received and which will be reported to Cabinet on 28th November 2022.</p> <p>In addition to this the medical practice and their agent have held two public meetings to explain their proposals and have also carried out a patient survey which was completed by 551 patients with 91% of those surveyed agreeing to the proposal to relocate to larger fit for purpose premises.</p>	
Is there any information you don't have?	no	

If yes, why is this information not available?	
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4. Impact on Different Characteristics			
Legally Protected Characteristics	Potential Positive Impact Identified	Potential Negative Impact Identified	Description of the potential impact/s and evidence used
Age	yes	no	<p>The local population will benefit from improved access to medical services within the area if a new surgery is built together with the range of services that are available including mental health support, dietician, physiotherapist etc. this will benefit all ages of the population.</p> <p>There will a particular benefit to older people who generally visit medical centres more often. They may also have more mobility issues and the new building will be fully accessible with dedicated parking.</p>
Disability	yes	yes	<p>If a new surgery is built it will be fully accessible for those with disabilities including dedicated disabled parking bays.</p> <p>There may be disturbance due to building work during the construction of the new surgery if it is built that may have a greater impact on people with disabilities.</p>
Gender reassignment	yes	no	<p>Those patients with gender reassignment characteristics will benefit from improved access to medical services within the area if a new surgery is built together with the range of services that are available including mental health support, dietician, physiotherapist etc.</p> <p>There is evidence that people undergoing gender reassignment may face barriers in terms of access to health care. However, if the new surgery is built it will offer access to all.</p>
Marriage & civil partnership	no	no	
Pregnancy & Maternity	yes	no	<p>Those patients who are pregnant or require maternity care will benefit from improved access to medical services within the area if a new surgery is built together with the range of services that are available including, maternity serves, mental health support, dietician, physiotherapist etc.</p>

			The improved parking and space for buggies will assist pregnant women accessing the new surgery if it is built.
Race	no	no	
Religion or belief	no	no	
Sex	no	no	
Sexual Orientation	no	no	
Intersectionality	no	no	
Non-legally protected characteristic			
Carers	yes	no	Carers of patients will benefit from improved access to medical services within the area if a new surgery is built together with the range of services that are available including mental health support, dietician, physiotherapist etc. If the new surgery is built improved parking will assist carers to access it with a cared for person

5. Achievement of the Authority's public sector equality duty		
Will the proposal contribute to any of the following?		If yes, how?
Eliminate unlawful discrimination, victimisation and harassment	yes	If the Authority progresses the sale of the land at Newsteads Drive and a new surgery building is constructed it will be fully accessible for those people with disabilities.
Advance equality of opportunity between people who share a protected characteristic and those who do not	yes	People with protected characteristic will have better access to a wider range of medical services that they may otherwise have to travel elsewhere to receive and encounter additional financial and access barriers. This will particularly benefit disabled service users, carers, older people and pregnant women.
Foster good relations between people who share a protected characteristic and those who do not	no	

6. Negative Impacts		
Potential negative impact	Can it be reduced or removed?	If yes how? If no, why not and what alternative options were considered and not pursued?

There may be disturbance due to building work during the construction of the new surgery if it is built that may have a greater impact on people with disabilities	yes- reduced	This can be mitigated through the planning process through, for example, limiting working hours, ensuring that footpaths remain accessible, etc. The construction company can also keep local residents informed if there are any activities during the building process that may cause disturbance.
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7. Action Plan					
Actions to gather evidence or information to improve NTC's understanding of the potential impacts on people with protected characteristics and how best to respond to them	Responsible Officer Name		Responsible Officer Service Area	Target Completion Date	Action completed
Evidence has been provided by the NHS Northeast and North Cumbria Integrated Care Board, Newcastle and North Tyneside Local Medical Committee and Whitley Bay Primary Care Network outlining the issues with the building and also providing staff and patient statistics. Ward Profile information for the Monkseaton North Ward has been considered	Niall Cathie		Strategic Investment and Asset Management	24/10/2022	yes
Representations received and collated by the Authority in response to press notices confirming the Authority's intention to dispose of open space at Newsteads Drive	Niall Cathie		Strategic Investment and Asset Management	27/10/2022	yes
				Calendar	Choose an item.
Actions already in place to remove or reduce potential negative impacts	Responsible Officer Name		Responsible Officer Service Area	Impact	
N/A				Choose an item.	
Actions that will be taken to remove or reduce potential negative impacts	Responsible Officer Name	Responsible Officer Service Area	Impact	Target Completion Date	Action completed
Officers will consider the impact of disturbance being caused if the new surgery is built and take steps through the planning process to reduce any impact on those people with who may be affected by it	Niall Cathie	Strategic Investment and Asset Management	reduce	31/03/2023	no

such as older people or people with disabilities				
Actions that will be taken to make the most of any potential positive impact	Responsible Officer Name	Responsible Officer Service Area	Target Completion Date	Action completed
Construction of the new medical centre if it is built will have potential positive impacts of improved accessibility to the building and the medical service that can be offered to the local population Through the planning process officers will ensure that there is adequate disabled parking, and the building will be adapted to meet a range of needs for the service users.	Niall Cathie	Strategic Investment and Asset Management	31/03/2024	no
Actions that will be taken to monitor the equality impact of this proposal once it is implemented	Responsible Officer Name	Responsible Officer Service Area	Target Completion Date	Action completed
Beaumont Park Medical Practice will be responsible for monitoring the equality impact of the new surgery building and additional medical services that can be offered by the practice if the building can be built	Niall Cathie working with the Practice Manager	Strategic Investment and Asset Management	31/12/2024	no
Date review of EqIA to be completed	Responsible Officer Name	Responsible Officer Service Area		
01/12/2022	Niall Cathie	Strategic Investment and Asset Management		

8. Outcome of EqIA	
Outcome	Please explain and evidence why you have reached this conclusion:
The proposal is robust, no major change is required	The proposed provision of a new medical centre for the Beaumont Park Medical Practice will significantly improve accessibility to medical services and the range of services that can be offered to patients of the practice. It will improve accessibility for those patients with mobility issues.

	<p>It will help with the recruitment and retention of staff reducing waiting times for patients and staff workload</p> <p>All of the above will benefit people with legally and non-legally protected characteristics.</p> <p>Any negatives linked to the construction of the new surgery if it is built will be mitigated through the planning process</p> <p>.</p>
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9. Corporate Equality Group Member approval	
Do you agree or disagree with this assessment?	Agree
If disagree, please explain why?	
Name of Corporate Equality Group Member	Behnam Khazaeli - Senior Commissioning and Public Health Manager
Date	02/11/2022

10. Director approval	
Do you agree or disagree with this assessment?	Agree
If disagree, please explain why?	
Name of Director	Mark Longstaff
Date	02/11/2022

Please return the document to the Author and Corporate Equality Group Member.