



**Equality and Diversity Impact Assessment for
Monklands Replacement Project –
Site selection postal vote process**

**Stage 3
April 2020**

NHS Lanarkshire Equality and Diversity Impact Assessment Document (EDIA)



Please complete electronically and answer all questions unless instructed otherwise.

Section A

Q1: Name of Document

**Monklands Replacement Project
Site Selection Postal Vote Process**

This EDIA was completed to consider the implications of continuing with the Site Selection process by a Postal Vote.

This EDIA:

- Focuses on the process which will be undertaken to score the shortlisted sites.
- Describes the information available to scoring participants to assess the sites.
- Describes the role of the Consultation Institute in the Site Selection process.
- Considers the implications of a postal Site Selection process on participants within the protected characteristics categories given the current COVID-19 pandemic.

See link: *insert process document when complete*

Q1 a; Function Guidance Policy Project Service Other, please detail:

Q2: What is the scope of this EDIA

NHSL Service Specific Discipline Specific Other (Please Detail)
Wide

Q3: Is this a new development? (see Q1)

Yes No

Q4: If no to Q3 what is it replacing?

Q5: Team responsible for carrying out the Impact Assessment? (please list)

Prepared May 2020 by :

Monklands Replacement Project, Business Manager
NHS Lanarkshire, Equality and Diversity Manager
NHS Lanarkshire, Head of Planning & Development

Reviewed in draft May 2020 by:

MRP Stakeholder Engagement Group
Monklands Replacement Project Team

This final draft will be presented to the Monklands Replacement Oversight Board for approval on 22 June 2020.

Q6: Main EDIA person's contact details

Name:	Lisa Elliott	Telephone Number:	01236 713348
Department:	Monklands Replacement Project	Email:	Lisa.elliott@lanarkshire.scot.nhs.uk

Q7: Describe the main aims, objectives and intended outcomes

Introduction

The current hospital accommodation is a product of 1960s design and 1970s construction techniques. The lack of provision of sufficient space, and of sufficient quality, to develop and expand clinical services prevents NHS Lanarkshire from meeting its strategic objectives.

NHS Lanarkshire's Achieving Excellence strategy describes the ambition to shift care away from inpatient treatment to day case, day treatment, outpatient and community care. The current accommodation is a barrier to this due to chronic lack of space, on-going risks to business continuity and limitations on what can be achieved within the current footprint. The strategy also describes pan-Lanarkshire development of further centres of excellence for trauma, orthopaedics, cancer, general surgery and for training and research: again, the limitations of infrastructure at Monklands prevent these.

<http://www.nhslanarkshire.org.uk/Involved/consultation/healthcare-strategy/Pages>

As part of this NHS Lanarkshire is preparing plans for a large capital funded project to replace the existing University Hospital Monklands with a new build.

This project provides a unique opportunity to further develop our specialist acute hospital services and centres of excellence and to fully integrate these with community based health and social care services.

The development process is being conducted in accordance with guidance issued by the Scottish Government Health Directorate, which sets out the Board's responsibility to inform potentially affected staff and communities about the proposed changes and to involve them in the design development and appraisal of options. This is done through proportionate public engagement on the preferred options and in recommending a decision.

The redevelopment will enable NHS Lanarkshire to construct a healthcare facility according to current design standards. This will improve the atmosphere and setting in which care is provided and will improve patient experience and the working environment for hospital staff.

It is proposed that the project will reshape the hospital and the care environment for residents in the University Hospital Monklands catchment, and will enhance the range of services provided by NHS Lanarkshire.

The urban context of this large development means that there are potentially some adverse effects for certain population groups and that these may manifest as negative health outcomes. It is acknowledged that large construction sites can be disruptive for local residents.

NHS Lanarkshire recognise this risk and will take all appropriate measures to maintain communication and to reduce disruption.

Background

A Site Selection scoring event took place on 10th March 2020, the scores on the day have been set aside due to the complete failure of the electronic scoring system and the proportional imbalance of the final numbers attending on the day. NHS Lanarkshire have been working with the Consultation Institute, Scottish Health Council and the Electoral Commission to develop a postal scoring solution to ensure that the Site Selection process can proceed during the current COVID-19 pandemic. This decision is supported by the University Hospital Monklands Medical Staff Association who are strongly of the view that the postal scoring should go ahead as the current "COVID-19 crisis is likely to be with us for many months" and the "inadequacies of the current building" mean that "we urgently need a new hospital".

The postal process has been designed to minimise impact and it will be easy for members of the public and staff to complete. All members of the public and members of staff who have nominated themselves have been invited to participate in the process. As the participants are self-nominated an opportunity to highlight any special requirements has already taken place. The process will be managed by the Consultation Institute with a variety of ways to complete/return documents.

Purpose

The site scoring process will take place in two distinct parts:

Stage 1 – Benefits Criteria weighting (early July 2020)

Participants will allocate a total of 100 points to the five benefits criteria which were agreed by NHS Lanarkshire following a recommendation from our Peoples Panel Hearing on 2nd March 2020. These points should be allocated on the basis of their importance to patients, staff members and/or visitors to the hospital, recorded on the pro-forma provided and returned to the Consultation Institute. All of the weightings will be averaged, and the final weightings validated and issued by the Consultation Institute before Stage 2 commences.

Participants will be provided with an information pack including detailed information prepared by WSP and Currie & Brown – Technical Advisors to NHS Lanarkshire. In addition, public transport information has been provided by Strathclyde Partnership for Transport and all transport information has been overseen by Transport Scotland.

Stage 2 – Site Option Scoring (late July 2020)

Participants will score each of the site options against each of the benefits criteria on the pro-forma provided. These should be returned to the Consultation Institute who will validate the data and undertake a detailed analysis. This will include ensuring that the agreed proportional representation from each geographical area is achieved.

Participants will be provided with an information pack including detailed information prepared by WSP and Currie & Brown – Technical Advisors to NHS Lanarkshire. In addition, public transport information has been provided by Strathclyde Partnership for Transport and all transport information has been overseen by Transport Scotland.

Q8: (i) Who is intended to benefit from the function/service development/other (Q1) – is it staff, service users or both?

Staff Service Users Other Please identify: carers; partner organisations

(ii) Have they been involved in the development of the function/service development/other?

Yes No

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

Comments:

A series of stakeholder events have been undertaken as part of the process to develop plans for the replacement of University Hospital Monklands. This process has been developing since 2016 and will continue to ensure appropriate engagement to take forward the detail of the option appraisal process, with patient and carer representatives, clinicians, managers and staff.

From the earliest stages of the process, the Monklands Replacement Project Team has given consideration to involving key groups to inform and promote the need for change and to identify the possible barriers that may prevent people from engaging in the development process. A range of different methods for engagement and, discussion were agreed thus enabling people to have their views heard. In addition, the involvement of staff and lay representatives in the stakeholder groups meant that they could directly disseminate information to their communities and provide on-going feedback on the process.

The Monklands Replacement Project Team supported and informed the development of a formal process of engagement with key stakeholders. A series of Stakeholder Events were held between January and October 2016 to ensure that:

- All stakeholders were identified and would have the opportunity to engage in the development of an appropriate clinical model
- A process to develop a short list of service configuration options was agreed
- A definitive short list of options could be developed
- Timescales for delivery were agreed

In addition, the consultation process around NHS Lanarkshire's healthcare strategy 'Achieving Excellence' included a specific section on the plans relating to University Hospital Monklands and sought active engagement from the public on the options for delivery of services. This was supported by a series of public events during October 2016. The results of the consultation responses were factored into the formal option appraisal planning process.

The process has progressed through 2017, with the development of clinical work streams to finalise the clinical models of care. The initial phase of this process concluded in May 2018 with a series of cross-check sessions attended by a wide range (100+) of stakeholders – clinicians, patients, patient representatives and staff side representatives. This clinical model informed the option appraisal process.

A formal option appraisal process, fully reflecting CEL 4(2010) requirements and meeting Scottish Health Council criteria, was taken forward and reported in June 2019

https://www.hisengage.scot/media/1309/msc19_lanarkshire_monklands.pdf

An agreement via the NHS Lanarkshire Board and the Scottish Health Council determined that a formal public consultation would take place and the following preparation was carried out:

- A consultation document was created (3 months in advance) which was easy to understand with clear and concise information, this document was available at health centres, libraries and pharmacies across the area
- A dedicated web page was also created which hosted links to the document, online survey, and additional supporting documents
- Twitter and Facebook updates were prepared
- Public Consultation events were arranged

The Scottish Health Council helped to oversee the consultation process, by supporting and providing guidance and feedback to NHS Lanarkshire throughout the process, and produced a report following completion of the consultation period.

The Scottish Health Council has participated in the process from the initial stages, which have included being part of Option Appraisal, Planning and the Monklands Replacement Project Stakeholder Engagement Group.

The Monklands Replacement Project Stakeholder Engagement Group (MRPSEG) was created to support and guide the Monklands Replacement Project Team, in how it informs, engages and consults with people on the Monklands Replacement Project. The MRPSEG is made up of public, patients, carers, third sector representatives, Scottish Health Council and NHS Lanarkshire staff.

Members offer their perspectives on how NHS Lanarkshire informs, engages and consults with patients, carers and the public regarding MRP.

All EDIAs and reviews throughout the process have been submitted to the Stakeholder Engagement Group and other working groups. Members have been asked on a regular basis to contribute on the EDIAs as they evolve and change throughout the consultation process.

A number of EDIAs were completed and published prior to the original Option Appraisal in June 2018. A further three were carried out in 2018, focusing on the two most highly scored sites and one looking at staying on the existing site, as requested by Scottish Health Council. A further review of the EDIA's took place in January 2020 to consider the updated shortlist and the addition of the Wester Moffat site.

A formal public consultation on the outcome of the appraisal took place in Autumn 2018 and a formal report was published setting out the process, including a detailed financial analysis, and identification of the highest scoring option.

The Cabinet Secretary for Health commissioned an Independent Review of the process followed by the Monklands Replacement Project. The Report of the Independent Review Panel (IRP) was published on 27th June 2019. On the same day the Cabinet Secretary for Health and Sport wrote to the NHS Board Chair on this matter.

The Cabinet Secretary recognised in her letter that the options to either refurbish or redevelop the existing site of University Hospital Monklands were not viable, and so it was recommended that the designation of the project moving forwards became the "Monklands Replacement Project" (MRP).

The Cabinet Secretary also offered ongoing advice to the Project in the form of recommendations. The recommendations were welcomed by the chair and steps have been taken to implement them.

A new Oversight Board has been formed and met for the first time officially in October 2019. This Oversight Board is recognised as a Governance Committee of the Lanarkshire NHS Board.

The Cabinet Secretary also requested that a re-evaluation of potential sites take place in conjunction with North Lanarkshire Council Planning department alongside a public site nomination process. This piece of work has taken place and a new shortlist of sites was presented to the NHS Lanarkshire Board on 9th January 2020.

The Cabinet Secretary also requested that a vision for the existing University Hospital Monklands site be taken forward which would include the establishment of a new partnership for the development of a set of proposals for the future use of the University Hospital Monklands Site. The recommendations of the Fairer Scotland Duty assessment will also be taken forward.

A further communication and engagement plan took place during February 2020, with NHS Lanarkshire holding four events to provide local people with the opportunity to express their views on the proposed sites for the new hospital and the redevelopment of the existing site. In total, over 120 people attended the events. Event participants were asked to join in discussions to provide feedback to the project team on the options that are being considered.

The events were independently chaired, and facilitators helped with round table discussions to make sure that everyone had the opportunity to have their say.

A People's Hearing event also took place which gave consideration to submissions from a variety of stakeholders by an independent panel of experts.

Following this a Site Selection scoring event took place on 10th March 2020, the scores on the day have been set aside due to the complete failure of the electronic scoring system and the proportional imbalance of the final numbers attending on the day. NHS Lanarkshire will now move forward with a postal scoring process.

The EDIA process is a continuous one and will not be signed off as completed until a decision has been made on a site. Until then, the EDIAs will be continuously updated and submitted to the MRP Stakeholder Engagement Group on a regular basis for comments.

(iv) Please include any evidence or relevant information that has influenced the decisions contained in this EDIA; (this could include demographic profiles; audits; research; published evidence; health needs assessment; work based on national guidance or legislative requirements etc.)

Additional Information

1. Copy of NHS Lanarkshire strategy *Achieving Excellence* <http://www.nhslanarkshire.org.uk/Involved/consultation/healthcare-strategy/Pages>
2. Formal consultation report and associated documentation <https://www.nhslanarkshire.scot.nhs.uk>
3. Director of Public Health Annual Report <https://www.nhslanarkshire.scot.nhs.uk/download/public-health-2017-18/>
4. SGHD CEL 4 'Informing, engaging and consulting people in developing health and community care services' <https://www.sehd.scot.nhs.uk/details.asp?PublicationID=3171>
5. Scottish Health Council guidance: 'Involving patients, carers and the public in option appraisal for major health service changes' https://scottishhealthcouncil.org/publications/guidance.aspx#.W_08V-KnyDs
6. Health and Technology Assessment of the Monklands Replacement Project. <https://www.gla.ac.uk/researchinstitutes/healthwellbeing/research/hehta/monklands/reportsandminutes/>

7. Monklands Replacement Project information sharing site
www.monklands.scot.nhs.uk.

The detailed equality impact assessment action plan (see Appendix B) lists the actions that will be taken to mitigate any negative impact assessments have been identified.

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Q9: When looking at the impact on the equality groups, you must consider the following points in accordance with General Duty of 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?

Section 1 - What Protected Characteristics are being assessed?

All

What Evidence has been considered?

- Independent Review Summary Report
- Independent Transport Summary Report
- Travel and transport analysis
- Community Discussions feedback
- Evidence submissions to Peoples Hearing
- MRP Cost Report
- Shortlisted site reports including ground investigations
- Scottish Index of Multiple Deprivation
- Fairer Duty Scotland Assessment

<https://www.nhslanarkshire.scot.nhs.uk/get-involved/consult-engage/monklands-engagement/>

What impact has your review had on the following 'protected characteristics':			All
Positive	Adverse/ Negative	Neutral	Comments
		x	<p>Information for consideration when scoring</p> <ul style="list-style-type: none"> • There are three site options –Gartcosh, Glenmavis and Wester Moffat - and it is key that these are scored against each of the five benefits criteria. A detailed summary of key site information will be sent by post to allow participants to make an objective decision on both weighting of the benefits criteria and scoring of the shortlist sites included, and a range of more detailed site information is available at www.monklands.scot.nhs.uk. This includes detailed information prepared by WSP and Currie & Brown – Technical Advisors to NHS Lanarkshire. In addition, public transport information has been provided by Strathclyde Partnership for Transport and all transport information has been overseen by Transport Scotland. All of the published information has been open to public scrutiny and a Peoples Hearing Event was held on 2nd March 2020 to consider concerns raised by members of the public, officials or interested parties. The Peoples Hearing Panel concluded that none of the information presented altered the validity of the published information. • There is a possibility that members of the public may have questions or concerns on the information presented. The process to answer these questions or concerns will be independently managed by the Consultation institute via a dedicated telephone line and on this basis complex questions will be directed to the Monklands Replacement Project team for verification and a return phone call made to the participant. All new information resulting from questions from the participants will be shared via the frequently asked question section on the website. • A dedicated telephone line will be set up by the Consultation institute which will operate by the participant initiating a call and leaving a message, the operator will then call the participant back to resolve the query in the time required. This will minimise costs and alleviate any worries to the participant on the length of the call. A request for 'clarity of information' process will be developed to share queries with the Monklands Replacement Project team.
x			
x			

What impact has your review had on the following 'protected characteristics':			All
Positive	Adverse/ Negative	Neutral	Comments
	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>Opportunity to return scores during current COVID-19 pandemic</p> <ul style="list-style-type: none"> Concerns from participants who are socially isolating in returning free paid postal scoring proforma. A dedicated phone line will be set up to allow participants to call up and quote the personalised reference number on the scoring proforma and provide scores to the operator on the phone. If a scoring participant is concerned with the cost of the call, a dedicated operator will offer to return the call at no cost. Participants with access to a smartphone can take a picture of the completed form and email this directly to the Consultation Institute.
x			
x			

Section 2 - What Protected Characteristics or other affected Groups are being assessed?

Low Income/Poverty

What Evidence has been considered?

- Independent Review Summary Report
- Independent Transport Summary Report
- Travel and transport analysis
- Community Discussions feedback
- Evidence submissions to Peoples Hearing
- MRP Cost Report
- Shortlisted site reports including ground investigations
- Scottish Index of Multiple Deprivation
- Fairer Duty Scotland Assessment

<https://www.nhslanarkshire.scot.nhs.uk/get-involved/consult-engage/monklands-engagement/>

What impact has your review had on the following 'protected characteristics':			Low Income/Poverty
Positive	Adverse/ Negative	Neutral	Comments
			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.
			Information for consideration when scoring
		x	<ul style="list-style-type: none"> There are three site options –Gartcosh, Glenmavis and Wester Moffat - and it is key that these are scored against each of the five benefits criteria. A detailed summary of key site information will be sent by post to allow participants to make an objective decision on both weighting of the benefits criteria and scoring of the shortlist sites included, and a range of more detailed site information is available at www.monklands.scot.nhs.uk. This includes detailed information prepared by WSP and Currie & Brown – Technical Advisors to NHS Lanarkshire. In addition, the public transport information has been provided by Strathclyde Partnership for Transport and all transport information has been overseen by Transport Scotland. All of the published information has been open to public scrutiny and a Peoples Hearing Event was held on 2nd March 2020 to consider concerns raised by members of the public, officials or interested parties. The Peoples Hearing Panel concluded that none of the information presented altered the validity of the published information.
x			<ul style="list-style-type: none"> There is a possibility that members of the public may have questions or concerns on the information presented. The process to answer these questions or concerns will be independently managed by the Consultation institute via a dedicated telephone line and on this basis complex questions will be directed to the Monklands Replacement Project team for verification and a return phone call made to the participant. All new information resulting from questions from the scoring participants will be shared via the frequently asked question section on the website.
x			<ul style="list-style-type: none"> A dedicated telephone line will be set up by the Consultation institute which will operate by the participant initiating a call and leaving a message, the operator will then call the participant back to resolve the query in the time required. This will minimise costs and alleviate any worries to the participant on the length of the call. A request for 'clarity of information' process will be developed to share queries with the Monklands Replacement Project team.

What impact has your review had on the following 'protected characteristics':			Low Income/Poverty
Positive	Adverse/ Negative	Neutral	Comments
			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.
x	x		<p>Opportunity to return scores during current COVID-19 pandemic</p> <ul style="list-style-type: none"> Concerns from participants who are socially isolating in returning free paid postal scoring proforma. A dedicated phone line will be set up to allow participants to call up and quote the personalised reference number on the scoring proforma and provide scores to the operator on the phone. There will be an opportunity for a return call back for those concerned with cost of the call. Participants with access to a smartphone can take a picture of the completed form and email this directly to the Consultation Institute.
x			
x			

Section 3 - What Protected Characteristics are being assessed?

Age (Older people, Adults, Young People, Children Infants), Disability (incl. physical/ sensory problems, learning difficulties, communication needs; cognitive impairment), Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race/Ethnicity, Religion/Faith, Sex (Male/Female), Sexual Orientation

What Evidence has been considered?

- Independent Review Summary Report
- Independent Transport Summary Report
- Travel and transport analysis
- Community Discussions feedback
- Evidence submissions to Peoples Hearing
- MRP Cost Report
- Shortlisted site reports including ground investigations
- Scottish Index of Multiple Deprivation
- Fairer Duty Scotland Assessment

<https://www.nhslanarkshire.scot.nhs.uk/get-involved/consult-engage/monklands-engagement/>

What impact has your review had on the following 'protected characteristics':			Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race/Ethnicity, Religion/Faith, Sex (Male/Female), Sexual Orientation
Positive	Adverse/ Negative	Neutral	Comments
		x	<p>Information for consideration when scoring</p> <ul style="list-style-type: none"> There are three site options –Gartcosh, Glenmavis and Wester Moffat - and it is key that these are scored against each of the five benefits criteria. A detailed summary of key site information will be sent by post to allow participants to make an objective decision on both weighting of the benefits criteria and scoring of the shortlist sites included, and a range of more detailed site information is available at www.monklands.scot.nhs.uk. This includes detailed information prepared by WSP and Currie & Brown – Technical Advisors to NHS Lanarkshire. In addition, public transport information has been provided by Strathclyde Partnership for Transport and all transport information has been overseen by Transport Scotland. All of the published information has been open to public scrutiny and a Peoples Hearing Event was held on 2nd March 2020 to consider concerns raised by members of the public, officials or interested parties. The Peoples Hearing Panel concluded that none of the information presented altered the validity of the published information. There is a possibility that members of the public may have questions or concerns on the information presented. The process to answer these questions or concerns will be independently managed by the Consultation institute via a dedicated telephone line and on this basis complex questions will be directed to the Monklands Replacement Project team for verification and a return phone call made to the participant. All new information shared will be shared via the frequently asked question section on the website. A dedicated telephone line will be set up by the Consultation institute which will operate by the participant initiating a call and leaving a message, the operator will then call the participant back to resolve the query in the time required. This will minimise costs and alleviate any worries to the participant on the length of the call. A request for 'clarity of information' process will be developed to share queries with the Monklands Replacement Project team.
x			
x			

What impact has your review had on the following 'protected characteristics':			Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race/Ethnicity, Religion/Faith, Sex (Male/Female), Sexual Orientation
Positive	Adverse/ Negative	Neutral	Comments
			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.
x	x		<p>Opportunity to return scores during current COVID-19 pandemic</p> <ul style="list-style-type: none"> Concerns from participants who are socially isolating in returning free paid postal scoring proforma. A dedicated phone line will be set up to allow participants to call up and quote the personalised reference number on the scoring proforma and provide scores to the operator on the phone. There will be an opportunity for a return call back for those concerned with cost of the call. Participants with access to a smartphone can take a picture of the completed form and email this directly to the Consultation Institute. Within the scoring participant group there may be members of the public within the COVID-19 shielding category who will benefit from a postal scoring exercise.
x			
x			
x			

Section 4 - What Protected Characteristics or other affected Groups are being assessed?

Staff

What Evidence has been considered?

- Independent Review Summary Report
- Independent Transport Summary Report
- Travel and transport analysis
- Community Discussions feedback
- Evidence submissions to Peoples Hearing
- MRP Cost Report
- Shortlisted site reports including ground investigations
- Scottish Index of Multiple Deprivation
- Fairer Duty Scotland Assessment

<https://www.nhslanarkshire.scot.nhs.uk/get-involved/consult-engage/monklands-engagement/>

What impact has your review had on the following 'protected characteristics':			Staff
Positive	Adverse/ Negative	Neutral	Comments
		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>Information for consideration when scoring</p> <ul style="list-style-type: none"> • This includes detailed information prepared by WSP and Currie & Brown – Technical Advisors to NHS Lanarkshire. In addition, public transport information has been provided by Strathclyde Partnership for Transport and all transport information has been overseen by Transport Scotland. • All of the published information has been open to public scrutiny and a Peoples Hearing Event was held on 2nd March 2020 to consider concerns raised by members of the public, officials or

interested parties. The Peoples Hearing Panel concluded that none of the information presented altered the validity of the published information.

x

- There is a possibility that members of the public may have questions or concerns on the information presented. The process to answer these questions or concerns will be independently managed by the Consultation institute via a dedicated telephone line and on this basis complex questions will be directed to the Monklands Replacement Project team for verification and a return phone call made to the participant. All new information shared will be shared via the frequently asked question section on the website.

x

- A dedicated telephone line will be set up by the Consultation institute which will operate by the participant initiating a call and leaving a message, the operator will then call the participant back to resolve the query in the time required. This will minimise costs and alleviate any worries to the participant on the length of the call. A request of clarity of information process will be developed to share queries with the Monklands Replacement Project team.

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<p>x</p> <p>x</p> <p>x</p> <p>x</p>	<p>x</p>		<p>Opportunity to return scores during current COVID-19 pandemic</p> <ul style="list-style-type: none"> • Concerns from participants who are socially isolating in returning free paid postal scoring proforma. • A dedicated phone line will be set up to allow participants to call up and quote the personalised reference number on the scoring proforma and provide scores to the operator on the phone. There will be an opportunity for a return call back for those concerned with cost of the call. • Participants with access to a smartphone can take a picture of the completed form and email this directly to the Consultation Institute. • Within the scoring participant group there may be members of staff within the COVID-19 shielding category who will benefit from a postal scoring exercise.
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Section 5 - What Protected Characteristics or other affected Groups are being assessed?

Carers, Homeless, Involved in Criminal Justice System, Language/Social Origins, Literacy, Mental Health, looked after and accommodated children and young people, People affected by addictions and substance abuse, Refugees and Asylum Seekers

What Evidence has been considered?

- Independent Review Summary Report
- Independent Transport Summary Report
- Travel and transport analysis
- Community Discussions feedback
- Evidence submissions to Peoples Hearing
- MRP Cost Report
- Shortlisted site reports including ground investigations
- Scottish Index of Multiple Deprivation
- Fairer Duty Scotland Assessment

<https://www.nhslanarkshire.scot.nhs.uk/get-involved/consult-engage/monklands-engagement/>

What impact has your review had on the following 'protected characteristics':			Carers, Homeless, Involved in Criminal Justice System, Language/Social Origins, Literacy, Mental Health, looked after and accommodated children and young people, People affected by addictions and substance abuse, Refugees and Asylum Seekers
Positive	Adverse/ Negative	Neutral	Comments
		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>Information for consideration when scoring</p> <ul style="list-style-type: none"> • There are three site options –Gartcosh, Glenmavis and Wester Moffat - and it is key that these are scored against each of the five benefits criteria. A detailed summary of key site information will be sent by post to allow participants to make an objective decision on both weighting of the benefits criteria and scoring of the shortlist sites included, and a range of more detailed site information is available at www.monklands.scot.nhs.uk. • This includes detailed information prepared by WSP and Currie & Brown – Technical Advisors to NHS Lanarkshire. In addition, public transport information has been provided by Strathclyde Partnership for Transport and all transport information has been overseen by Transport Scotland. • All of the published information has been open to public scrutiny and a Peoples Hearing Event was held on 2nd March 2020 to consider concerns raised by members of the public, officials or interested parties. The Peoples Hearing Panel concluded that none of the information presented altered the validity of the published information. • There is a possibility that members of the public may have questions or concerns on the information presented. The process to answer these questions or concerns will be independently managed by the Consultation institute via a dedicated telephone line and on this basis complex questions will be directed to the Monklands Replacement Project team for verification and a
x			
x			

What impact has your review had on the following 'protected characteristics':			Carers, Homeless, Involved in Criminal Justice System, Language/Social Origins, Literacy, Mental Health, looked after and accommodated children and young people, People affected by addictions and substance abuse, Refugees and Asylum Seekers
Positive	Adverse/ Negative	Neutral	<p>Comments</p> <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>
x			<p>return phone call made to the participant. All new information shared will be shared via the frequently asked question section on the website.</p> <ul style="list-style-type: none"> A dedicated telephone line will be set up by the Consultation institute which will operate by the participant initiating a call and leaving a message, the operator will then call the participant back to resolve the query in the time required. This will minimise costs and alleviate any worries to the participant on the length of the call. A request of clarity of information process will be developed to share queries with the Monklands Replacement Project team.

What impact has your review had on the following 'protected characteristics':			Carers, Homeless, Involved in Criminal Justice System, Language/Social Origins, Literacy, Mental Health, looked after and accommodated children and young people, People affected by addictions and substance abuse, Refugees and Asylum Seekers
Positive	Adverse/ Negative	Neutral	Comments
	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>Opportunity to return scores during current COVID-19 pandemic</p> <ul style="list-style-type: none"> Concerns from participants who are socially isolating in returning free paid postal scoring proforma. A dedicated phone line will be set up to allow participants to call up and quote the personalised reference number on the scoring proforma and provide scores to the operator on the phone. There will be an opportunity for a return call back for those concerned with cost of the call. Participants with access to a smartphone can take a picture of the completed form and email this directly to the Consultation Institute.
x			
x			

Section 6 - What Protected Characteristics or other affected Groups are being assessed?

Rural Areas, People who are unable to leave their homes without assistance.

What Evidence has been considered?

- Independent Review Summary Report
- Independent Transport Summary Report
- Travel and transport analysis
- Community Discussions feedback
- Evidence submissions to Peoples Hearing
- MRP Cost Report
- Shortlisted site reports including ground investigations
- Scottish Index of Multiple Deprivation
- Fairer Duty Scotland Assessment

<https://www.nhslanarkshire.scot.nhs.uk/get-involved/consult-engage/monklands-engagement/>

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What impact has your review had on the following 'protected characteristics':			Rural Areas People who are unable to leave their homes without assistance
Positive	Adverse/ Negative	Neutral	Comments
			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.
			Information for consideration when scoring
		x	<ul style="list-style-type: none"> There are three site options –Gartcosh, Glenmavis and Wester Moffat - and it is key that these are scored against each of the five benefits criteria. A summary of key site information will be included, and a range of more detailed site information is available at www.monklands.scot.nhs.uk.
		x	<ul style="list-style-type: none"> This includes detailed information prepared by WSP and Currie & Brown – Technical Advisors to NHS Lanarkshire. In addition, public transport information has been provided by Strathclyde Partnership for Transport and all transport information has been overseen by Transport Scotland. <p>All of the published information has been open to public scrutiny and a Peoples Hearing Event was held on 2nd March 2020 to consider concerns raised by members of the public, officials or interested parties. The Peoples Hearing Panel concluded that none of the information presented altered the validity of the published information.</p>
x			<ul style="list-style-type: none"> There is a possibility that members of the public may have questions or concerns on the information presented. The process to answer these questions or concerns will be independently managed by the Consultation institute and on this basis complex questions will be directed to the Monklands Replacement Project team for verification.
x			<ul style="list-style-type: none"> A dedicated telephone line will be set up by the Consultation institute and requests of clarity of information processes will be developed to share queries with the Monklands Replacement Project team.

What impact has your review had on the following 'protected characteristics':			Rural Areas People who are unable to leave their homes without assistance
Positive	Adverse/ Negative	Neutral	Comments
x	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>Opportunity to return scores during current COVID-19 pandemic</p> <ul style="list-style-type: none"> Concerns from participants who are socially isolating in returning free paid postal scoring proforma. A dedicated phone line will be set up to allow participants to call up and quote the personalised reference number on the scoring proforma and provide scores to the operator on the phone. Participants with access to a smartphone can take a picture of the completed form and email this directly to the Consultation Institute. Within the scoring participant group there may be members of the public who are unable to leave their homes without assistance who will benefit from a postal scoring exercise. Participants who live in rural areas may have a higher proportion of responses using the postal scoring method due to the flexibility in response methods.

Section 8 - What Protected Characteristics or other affected Groups are being assessed?

Transient Populations

What Evidence has been considered?

Independent Review Summary Report

- Independent Transport Summary Report
- Travel and transport analysis
- Community Discussions feedback
- Evidence submissions to Peoples Hearing
- MRP Cost Report
- Shortlisted site reports including ground investigations
- Scottish Index of Multiple Deprivation
- Fairer Duty Scotland Assessment

<https://www.nhslanarkshire.scot.nhs.uk/get-involved/consult-engage/monklands-engagement/>

What impact has your review had on the following 'protected characteristics':			Transient Populations
Positive	Adverse/ Negative	Neutral	Comments
			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.
			There is no evidence that shows that there is a differential impact for any of these protected characteristics. This will continue to be assessed at each stage.

Q10: If actions are required to address changes, please attach your action plan to this document.
Action plan attached?

Yes

No

If the screening process has shown potential for a high negative impact contact Hina Sheikh for further advice and support.

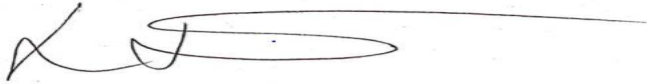
Date EDIA Completed

04.05.2020

Date of next EDIA Review

04.05.2020

Signature



Print Name

Lisa Elliott

Department or Service

MRP Business Manager

Please keep a completed copy of this template for your own records and attach to any appropriate tools

as a record of EDIA being completed. Send copy to hina.sheikh@lanarkshire.scot.nhs.uk

Appendix B: Standard/Detailed Equality Impact Assessment Action Plan

Name of document being EDIA:

Monklands Replacement Project – Postal Scoring Process

Date	Issue Implications	Action Required	Lead (Name, title, and contact details)	Time scale	Resource Implications	Comments
04/05/2020	<p>Information for consideration when scoring</p> <p>There is a concern that information pack for participants may require clarity or further description for a lay person.</p>	<p>A dedicated information line will be available for participants to call with any enquires. The process to answer these questions or concerns will be independently managed by the Consultation institute via a dedicated telephone line and on this basis complex questions will be directed to the Monklands Replacement Project team for verification and a return phone call made to the participant. All new information shared will be shared via the</p>	<p>Graham Johnston, Head of Planning and Development</p>	<p>This process will be developed and approved by NHS Lanarkshire and the Scottish Health Council.</p>	<p>Resource implications will be determined as part of the development process.</p>	<p>The Consultation Institute are leading engagement experts in the UK.</p>

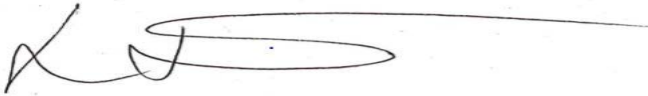
Date	Issue Implications	Action Required	Lead (Name, title, and contact details)	Time scale	Resource Implications	Comments
	<p>Opportunity to return scores during current COVID-19 pandemic</p> <p>Concerns from participants who are socially isolating in returning free paid postal scoring proforma.</p>	<p>frequently asked question section on the website.</p> <p>Participants will have the opportunity to call the information line and provide scores via telephone by quoting their personal reference number on the proforma. There will be an opportunity for a return call back for those concerned with cost of the call.</p> <p>For those users with a smartphone, a picture of the proforma with scores</p>	<p>Graham Johnston, Head of Planning and Development</p>	<p>This process will be developed and approved by NHS Lanarkshire and the Scottish Health Council.</p>	<p>Resource implications will be determined as part of the development process.</p>	<p>The Consultation Institute are leading engagement experts in the UK.</p>

Date	Issue Implications	Action Required	Lead (Name, title, and contact details)	Time scale	Resource Implications	Comments
	<p>For those on low income or in poverty there is a concern on costs incurred by phoning the dedicated telephone line to return scores or to request additional information.</p>	<p>will be accepted by email.</p> <p>A dedicated telephone line will be set up by the Consultation institute which will operate by the participant initiating a call and leaving a message, the operator will then call the participant back to resolve the query in the time required. This will minimise costs and alleviate any worries to the participant on the length of the call. A request of clarity of information process will be developed to share queries with the Monklands Replacement Project team.</p>	<p>Graham Johnston, Head of Planning and Development</p>	<p>This process will be developed and approved by NHS Lanarkshire and the Scottish Health Council.</p>	<p>Resource implications will be determined as part of the development process.</p>	<p>The Consultation Institute are leading engagement experts in the UK.</p>

Date	Issue Implications	Action Required	Lead (Name, title, and contact details)	Time scale	Resource Implications	Comments
DD / MM / YYYY						

Further Notes:

Signed:



Date:

04.05.2020

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