

The Integrated Impact Assessment (IIA) will evidence that NHS Grampian is meeting its legislative duties by assessing the potential impacts of its policies and decisions on different groups of people and the environment. It supports consideration of equality and diversity issues, human rights (including children and young people's rights), socio-economic disadvantage, consumer rights and climate change & sustainability in the design, development and delivery of policies, strategies, plans and services.

Section 1

General Information

Title	Baird and ANCHOR Project
Directorate, Service or Department	Acute
Type of document / activity (mark X in the appropriate box)	Policy <input type="checkbox"/> Plan <input type="checkbox"/> Strategy <input type="checkbox"/> Other – describe <input type="checkbox"/> ____ Two new builds on the Foresterhill Health Campus.

Aim
<p>To improve clinical environments and to replace buildings no longer fit for purpose and to help meet the following policies and agendas:</p> <ul style="list-style-type: none"> • A National Clinical Strategy For Scotland (2016) • Grampian Clinical Strategy (2016 – 2021) • North of Scotland Regional Clinical Strategy (2017) • The NHS Grampian Property and Asset Management Plan (2017) <ul style="list-style-type: none"> • Beating Cancer: Ambition and Action (2016) • Beating Cancer: Ambition and Action in Grampian (2017) • NHS Grampian Maternity Services Strategy 2010 – 2015 (refreshed in 2016) • Neonatal Care in Scotland Framework (2013) • Scottish Breast Screening Programme: Major Service Review (2014) • The Best Start: A Five-year Forward Plan for Maternity and Neonatal Services 2017 • NHS Grampian 20:20 Vision • Plan for the Future 2022-2028
Purpose
<p>The ANCHOR Centre Vision: <i>Dedicated to providing excellence in treatment and care by a professional and compassionate team, committed to innovative research and development, in a supportive and welcoming environment.</i></p> <p>The Baird Family Hospital Vision: <i>Investing in the North of Scotland's future generations, your Baird Family Hospital is committed to delivering excellence in care and is an international leader in</i></p>

women's health research. We provide a modern, family-focused facility in a safe, friendly and caring environment.

Description of Intended Outcomes including the proposed change that will be brought about

Two new modern fit for purpose building on the Foresterhill Health Campus in Aberdeen.

Main Contact	Public Involvement
Name	Lauren Tweedley
Job Title	Projects Engagement Manager
Names of colleagues or groups who contributed to the IIA	
Gail Thomson, Deputy Project Director Health Inequalities Assessment carried out with Public Health in 2018.	

Section 2

Group of the Population









Which groups of the population do you think will be affected by the proposal?	
<ul style="list-style-type: none"> • Staff • Patient • Minority ethnic people (incl. Gypsy/travellers, refugees & asylum seekers) • Women and men • People with mental health problems • People in religious/faith groups • Older people, children and young people • People living on a low income/low wealth • People experiencing homelessness 	<ul style="list-style-type: none"> • People with disabilities • Lesbian, gay, bisexual and transgender • Carers (paid or unpaid, family member) • People affected by substance misuse / alcohol use • Low literacy/health literacy • Living in deprived urban, remote, rural or coastal area • Unskilled workers / unemployed • Lone parent families • People involved in criminal justice system
<p>Those the proposal/policy will affect are: Potentially all of the above groups. Baird and ANCHOR will provide services for across the North of Scotland and will be available for all of the population in these areas.</p> <p>The specific patient groups that will use The ANCHOR Centre include patients from 16 years old undergoing oncology and/or haematology diagnosis, treatment and care.</p> <p>The specific patient groups that will use The Baird Family Hospital will provide adult services for breast and gynaecology. Women, partners, families and other patient groups will use maternity services and the Aberdeen Centre for Reproductive Medicine. Neonatal babies will be patients in the Neonatal Unit and new born babies will be cared for as part of maternity service.</p>	

Section 3

Summary of Evidence Used

List the evidence (data / research / service feedback / engagement with people) you have used to inform your assessment. You are required to engage with communities and service users when assessing the impact of a proposal.

Data and Research – outline the sources of data used
Service feedback and engagement summarised in the attachments in the next section.

Staff, Public and Patient Engagement – outline the engagement undertaken and used
<p>Dedicated Communication and Engagement was built into the project team from the beginning of the project. A full communication and engagement programme has been carried out from the beginning of the project, a summary of all of this work can be seen in the communication and engagement summary reports.</p> <p>A communication and engagement framework was written at the start of the project and has been reviewed throughout. Communication and engagement action plans continue to be updated annually.</p> <div><div> Communication and Involvement Summar</div><div> Baird and ANCHOR Communication and E</div><div> Baird and ANCHOR Communication and E</div><div> Baird and ANCHOR Communication and E</div><div> Baird and ANCHOR Communication and E</div><div> Appendix D (B&A Communication and I</div><div> Appendix D (Communication Fran</div><div> Baird and ANCHOR Comms Plan 2025.do</div></div>

When assessing impacts an explanation is required and mitigating actions should be described. It is possible that both positive and negative impacts can be identified for the circumstances described. (If choosing ‘not known’ indicate if further research is needed and if not, why not). Reference to the evidence you have is required.

Section 4

Equality, Diversity and Human Rights

Identify the impacts on groups with protected characteristics including human rights.

What impact could this proposal have? State if the impact is: Positive (P), Negative (N), Neutral (Ne) or Not Known (NK).

In what way will the proposal impact people with these protected characteristics? Provide a brief description. Refer to the evidence (data and engagement) – what did it tell you?

	Impact?	Description of Impact
Age (early years, children, young people, middle years, older people)	P	<p>No disproportionate impacts identified on any age groups.</p> <p>The Baird Family Hospital Adults will use some of the services in the Baird (breast and gynaecology) and the full range of ANCHOR services. The impact will be positive e.g. single in-patient accommodation in the Baird, space in both facilities for family support, appropriate use of dementia-friendly guidance.</p> <p>Neonates will be cared for in the Neonatal Unit in the Baird. The new hospital will provide enhanced accommodation for neonates and their families e.g. larger clinical spaces to enable families to be with their baby at all times, families able to stay in the Baird Patient Hotel, Transitional Care Unit offering space for family-led care to the neonate almost ready to go home.</p> <p>The ANCHOR Centre Young people receiving oncology or haematology care will have a dedicated Teenager and Young Persons Lounge in The ANCHOR Centre. This space will be designed with input from young people, via the Teenage Cancer Trust, and will be supported by the dedicated teenager and young person's clinical team.</p>
Disability (physical impairment, learning disability, neurological, sensory loss, mental health, long term conditions)	P	<p>The design of both facilities will meet all DDA regulations and design good practice. Particular consideration will be given to the design of external spaces in order to ensure ease of access to the building, both from a pedestrian point of view and from car parking spaces. Both buildings will include disabled parking in the immediate vicinity of the main entrance(s).</p> <p>The project team have worked with PAMIS in the development of Changing Places in both buildings, designed to be accessible in the immediate entrance/atrium space, whilst also being discreet.</p>

		<p>All public and clinical spaces will be designed to allow access for disabled/wheelchair users.</p> <p>The Baird accommodation will include in-patient bedrooms with ceiling-mounted hoists and all other clinical spaces will be capable of accommodating mobile hoists.</p> <p>Accessible facilities (e.g. WCs and changing spaces) have been included in both buildings for staff who have particular needs.</p> <p>The design of both facilities will consider those with visual and/or learning impairment to ensure that way-finding is appropriate.</p>
Sex (male, female)	P	<p>No disproportionate impacts identified on the protected characteristics of sex.</p> <p>The Baird will support women in all stages of maternity care, as well as in the reproductive, breast, gynaecology and neonatal services. The new facility will provide enhanced choices for women e.g. a Community Maternity Unit for low-risk deliveries as well as the Birthing Suite for more complex cases. The inclusion of more birthing pools will also support choice.</p> <p>The small number of men who receive breast cancer/surgery care will be catered for in the Baird and will benefit from access to the expert clinical team whilst being able to receive their care in single in-patient bedroom accommodation.</p>
Gender Reassignment (people who have proposed, started, in the process or completed a process to change his or her sex)	P	<p>The Aberdeen Centre for Reproductive Medicine (ACRM) will continue to care for the transgender population who are seeking reproductive support. The design of the Baird is such that discreet access/egress to this department is afforded and will allow the transgender population, along with other ACRM users, the ability to maintain privacy.</p> <p>Baird also has 100% single rooms allowing for privacy and dignity.</p>

Marriage or Civil Partnership (people who are married, unmarried or in civil partnership)	Ne	There is no disproportionate impact on protected characteristics of marriage or civil partnership.
Pregnancy or Maternity (pregnant and/or on maternity leave, including breastfeeding)	P	The Baird will support women in all stages of maternity care, as well as in the reproductive, breast, gynaecology and neonatal services. The new facility will provide enhanced choices for women e.g. a Community Maternity Unit for low-risk deliveries as well as the Birthing Suite for more complex cases. The inclusion of more birthing pools will also support choice. Breast feeding support will continue in the Baird and the facility has milk prep rooms.
Race (minority ethnic people, racial groups, national origins, gypsies/travellers, refugees, asylum seekers, migrant workers)	P	Both facilities are being designed to support the needs of all users equally. The design of both buildings with regard to way-finding will appropriately include elements to aid users who do not have English as a first language. Accessible interpretation facilities will also be made available. The project team will work with the Equality and Diversity Team to assist with this. The Baird Sanctuary is quiet place available to anyone. The space is designed to support all religious and non-religious users.
Religion or Belief (different religions or beliefs, including non-belief)	P	The Baird Sanctuary (as above)
Sexual Orientation (e.g. lesbian, gay, bisexual, heterosexual)	Ne	There is no disproportionate impact on protected characteristics of sexual orientation. Both facilities are being designed to support the needs of all users, irrespective of sexual orientation.
Consider if any other human rights will be impacted by this activity. The Human Rights Act EHRC	P	No human rights will be impacted by this activity. The right to health is a fundamental human right. The new facilities aim to improve health outcome and more equitable access. NHS aims to fulfil the right of every human to have the highest attainable standard of physical and mental health.

		Individuals will be respected to have their freedom and entitlements including the right to control one's health and body, to be free from interference and the right to access quality health services without any discrimination.
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What can be done to remove or reduce the negative impacts or enhance the positive impacts of this proposal in relation to people with protected characteristics? If applicable. If nothing can be done please state.

See above identified impacts and actions (if any) taken to address or improve.

With these mitigations in place what is the rating of negative impact

☐ High ☐ Medium ☐ Low ☐ Negative Impact removed

Section 5

Health Determinants / Health in All

What impact could this proposal have? State if the impact is: Positive (P), Negative (N), Neutral (Ne) or Not Known (NK).

In what way will the proposal impact? Provide a brief description. Refer to the evidence (data and engagement) – what did it tell you?

Lifestyles?	Impact	Description of Impact
Diet and nutrition	NK	No obvious impact. Advice can be provided as required.
Exercise and physical activity	NK	No obvious impact. Advice can be provided as required
Substance use: tobacco, alcohol and drugs	NK	No obvious impact. Advice can be provided as required
Risk taking behaviour	NK	No obvious impact.
Education and learning or skills	P	Both facilities have teaching and learning facilities that can be used by staff and patient groups.
Social environment?		
Social status	NK	No obvious impact
Employment (paid or unpaid)	Ne	No obvious impact on staff. However, during construction of the new facilities, it will create construction employment opportunities.
Social/family support	P	Positive impacts, families as well as patients will feel part of the patient

		journey, social spaces in both facilities will promote social interaction, teaching and learning opportunities for women, patients and carers
Stress	P	Coming to modern facilities with single rooms should hopefully alleviate some stress.
Income	Ne	No known impact
Physical environment?		
Living conditions	P	Patient Hotel in Baird will provide free accommodation for families who have a baby in the Neonatal Unit as well as women from island/rural areas who are either about to give birth or have surgery.
Working conditions	P	<p>Improved environments for our staff to work in.</p> <p>The needs of staff have been considered by the project team from the commencement of the project and have been given as much thought as the needs of women, patients and families.</p> <p>The ANCHOR Centre will include a well-designed staff room with access to a private terrace, thereby allowing staff the opportunity to have private time, as well as fresh air, in recognition of the stressful jobs they undertake.</p> <p>The Baird has a large staff rest room, as well as some departmental rest rooms, designed to be separate from the clinical areas to allow staff the chance to relax. The design also includes dedicated staff external space.</p> <p>Both facilities will include staff changing and showering facilities and rest areas.</p>
Pollution or climate change	P	Both buildings are aiming for BREEAM Excellent rating

Accidental injuries or public safety	NK	Both buildings will be designed to all construction regulations
Transmission of infectious disease	NK	Both buildings will be designed to all HAI regulations and will be subject to HAI-Scribe reviews across the design, construction and bring into operation phases of the project.
Access to experience of services?		
Health care	P	All services under one roof should improve the patient experience.
Transport	Ne	Coming to the same site for services so transport impact should not change.
Social services	P	The Baird will include accommodation for the social work team who are currently based in Aberdeen Maternity Hospital
Housing services	Ne	No change. Not part of this project.
Education	P	Dedicated space and services in both buildings for research and teaching for staff and learning opportunities for staff, patients and carers.

What can be done to remove or reduce the negative impacts or enhance the positive impacts of this proposal in relation to health determinants? If applicable. If nothing can be done please state.

See above identified impacts and actions taken to address or improve.

With these mitigations in place what is the rating of negative impact

<input type="checkbox"/>	High	<input type="checkbox"/>	Medium	<input type="checkbox"/>	Low	<input type="checkbox"/>	Negative Impact removed
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Section 6

Public Sector Equality Duty

		Describe or summarise how this policy will contribute to or achieve
Eliminate discrimination? If you answer YES, explain if it is a positive or negative effect. (directly or indirectly)	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A	It is anticipated that the new facilities will bring positive change for all patients and delivering services will not discriminate any patient with protected characteristics.

It can be YES because (a) it eliminates or reduce discrimination or (b) enhance/promote discriminatory practice		
Equality of opportunity? Does the policy offer equality to all without discrimination on the protected characteristics or other groups How does it remove or minimise disadvantages? What steps were taken to meet the needs of people who share protected characteristics? How does it encourage persons who share protected characteristics participate in the activity?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	The new facilities offer equality of opportunity (access to facilities and improved health outcome) to patients who share a protected characteristics and those who do not.
Foster good relations between groups? Does it foster good relations between groups e.g. promote positive attitudes, having due regards to tackle prejudice, promote understanding, interactions, personal security or participation	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A	It is not expected to impact relations between groups given the positive impacts of the new and modern, efficient and fit for the future facilities.

Section 7

Children and Young People's Rights

What impact could this proposal have? State if the impact is: Positive (P), Negative (N), Neutral (Ne) or Not Known (NK).
In what way will the proposal impact on the rights of children and young people? Provide a brief description. Refer to the evidence (data and engagement) – what did it tell you?

	Impact	Description of Impact
What aspects of the policy / proposal will affect children and young people up to age 18?	P	<p>The impact will be positive e.g. single in-patient accommodation in the Baird, space in both facilities for family support.</p> <p>Neonates will be cared for in the Neonatal Unit in the Baird. The new hospital will provide enhanced accommodation for neonates and their families e.g. larger clinical spaces to enable families to be with their baby at all times, families able to stay in the Baird Patient Hotel, Transitional Care Unit offering space for family-led care to the neonate almost ready to go home.</p>

		<p>Young people receiving oncology or haematology care will have a dedicated Teenager and Young Persons Lounge in The ANCHOR Centre. This space will be designed with input from young people, via the Teenage Cancer Trust, and will be supported by the dedicated teenager and young person's clinical team.</p> <p>Article 12 from Children and Young People's Rights - right to be listened to and taken seriously (evidenced by TCT involvement in designing the teenage space) Article 24 - access to healthcare (improvement evidenced throughout - young patients, babies, neonates), and Article 31 - right to rest, play and relax (evidenced by the TCT teenage space)</p>
Identify which groups of children are most likely to be affected.	P	<p>Neonates, new born babies.</p> <p>Teenagers and young people undergoing oncology or haematology diagnosis and/or treatment.</p>
Which UNCRC Articles could be impacted?		None.

What can be done to remove or reduce the negative impacts or enhance the positive impacts of this proposal in relation to children and young people's rights? If applicable.

No negative impact identified.

With these mitigations in place what is the rating of negative impact

<input type="checkbox"/>	High	<input type="checkbox"/>	Medium	<input type="checkbox"/>	Low	<input type="checkbox"/>	Negative Impact removed
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Section 8

Fairer Scotland Duty – People Experiencing Socio-Economic Disadvantage

The Fairer Scotland Duty places legal responsibility on NHS Grampian to actively consider how to reduce inequalities of outcome caused by socio-economic disadvantage. Activities (such as strategic plans, strategies and policies) that require a strategic decision and have potential to impact on health and widen health inequalities must have 'due regard' for the Duty. The Duty applies at strategic level, which normally include decisions around setting priorities and targets, allocating resources and commissioning services.

Does this activity/policy require a strategic decision? ☒ Yes ☐ No

If yes complete this section, if no go to Section 9.

What impact could this proposal have? State if the impact is: Positive (P), Negative (N), Neutral (Ne) or Not Known (NK).
In what way will the proposal impact on the rights of children and young people? Provide a brief description. Refer to the evidence (data and engagement) – what did it tell you?

	Impact	Description of Impact
People or families Living on a Low Income and / or with low wealth (including single parent households, households with more than 3 children, pensioners and Unskilled Workers or Unemployed)	P	Both facilities are being planned to provide equity of access to all users, irrespective of income status. The inclusion of some services will benefit these groups positively e.g. the Baird Patient Hotel will provide free accommodation for families who have a baby in the Neonatal Unit as well as women from island/rural areas who are either about to give birth or have surgery.
Carers (consider Kinship carers and carers who support a family member or friend without pay)	P	The public and clinical spaces in both buildings will allow carers to appropriately accompany patients throughout their care journey
People experiencing Homelessness / are at risk of Homelessness	P	Both facilities are being planned to provide equity of access to all users, irrespective of accommodation status.
People affected by drug and / or alcohol use	Ne	No obvious impact. The Baird will include accommodation for the maternity team who support women with substance issues
People involved in the criminal justice system	Ne	Both facilities are being planned to provide equity of access to all users.
Remote / Rural / Coastal Communities	P	The facilities will include specific accommodation which will positively benefit these groups e.g. the Baird Patient Hotel will

		<p>provide free accommodation for service users the night before elective surgery, as well as accommodating families with a baby in the Neonatal Unit. The Hotel will also allow women from Orkney and Shetland to stay in the Baird just before they give birth, allowing them to stay independently in a homely environment rather than using an in-patient bed.</p> <p>Space for partners to remain with women has been designed into the birthing rooms and in-patient bedrooms in the maternity service, supporting families who may live some distance from the hospital to remain together at this important time.</p> <p>The ANCHOR clinical spaces will include space for patients to be accompanied by a family member. This is currently not always possible in the present facilities due to lack of space.</p>
Communities in Areas of Deprivation	Ne	Both facilities will provide equity of access to all users.

What can be done to remove or reduce the negative impacts or enhance the positive impacts of this proposal in relation to children and young people's rights? If applicable.

No negative impact identified.

With these mitigations in place what is the rating of negative impact

☐ High
 ☐ Medium
 ☐ Low
 ☐ Negative Impact removed

Section 9

Consumer Impacts

The Consumer Scotland Act 2020 places a Consumer Duty on the public sector to put consumer interests at the heart of strategic decision-making and ensure services are focussed on the needs of their users and local communities. This person-centred approach is intended to result in better quality services and outcomes for the public as consumers of public services across Scotland.

Does this activity/policy require a strategic decision? ☒ Yes ☐ No

If yes complete this section, If No go to Section 10.

What impact could this proposal have? State if the impact is: Positive (P), Negative (N), Neutral (Ne) or Not Known (NK).
In what way will the proposal impact on the rights of children and young people? Provide a brief description. Refer to the evidence (data and engagement) – what did it tell you?

	Impact	Description of Impact
Individuals	P	New modern healthcare facilities available if/when needed.
Small businesses	P	Creation of construction jobs potentially for local population.

What can be done to remove or reduce the negative impacts or enhance the positive impacts of this proposal in relation to children and young people's rights? If applicable.

No negative impact identified.

With these mitigations in place what is the rating of negative impact

<input type="checkbox"/>	High	<input type="checkbox"/>	Medium	<input type="checkbox"/>	Low	<input type="checkbox"/>	Negative Impact removed
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Section 10

Climate Emergency, Sustainability and Environment.

Describe how the environment and climate change will be impacted

What impact could this proposal have? State if the impact is: Positive (P), Negative (N), Neutral (Ne) or Not Known (NK).
In what way will the proposal impact on the rights of children and young people? Provide a brief description. Refer to the evidence (data and engagement) – what did it tell you?

	Impact	Description of Impact
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Sustainable provision of care	P	New buildings more efficient and more flexible use of space.
Sustainable procurement of goods and services	Ne	In line with all NHSG and national procurement protocols.
Circular economy	Ne	In line with all NHSG and national procurement protocols.
Water usage	N	Due to increased flushing.
Resource and waste management	Ne	Same level of waste generated on site.
Biodiversity and greenspace	P	<p>A greenspace has been developed on the Foresterhill site. This will be a benefit to staff, patients and the local community and helps to counteract the amount of building works on the Foresterhill Health Campus.</p> <p>There are landscaped elements in both Baird and ANCHOR that will add to biodiversity across the campus.</p>
Travel and transport	Ne	Patients and staff travel to the site already.
Facilities – buildings we own and occupy	P	After The Baird Family Hospital is open the Aberdeen Maternity Hospital (AMH) will be demolished. This will free up space on the Foresterhill Health Campus and address the maintenance issues that AMH has faced for many years.
Energy use – efficiency and consumption	P	<p>Lighting - All LED lighting</p> <p>Occupancy controlled lightening which is also dimmable in most areas.</p> <p>PV Systems on the roofs to offset some of the electrical usage.</p> <p>Ventilation – Heat Reclamation System within the ventilation</p>

		<p>system which allows us to recapture any excess heat.</p> <p>Building Management Controlled Air handling Unit – Allows control of air handling and set back air handling when areas are not occupied.</p> <p>Stand by generators are fuelled by HVO as opposed to diesel, less wastage, longer shelf life of fuel, less environmental impact if any leaks.</p> <p>Use of Energy Centre on Foresterhill site to provide heating and hot water. No gas or electric boilers so again more efficient.</p> <p>Baird – no nitrous oxide gas.</p> <p>Project target of BREEAM excellence. Project certificate so far is excellent.</p>
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What can be done to remove or reduce the negative impacts or enhance the positive impacts of this proposal? If applicable. If nothing can be done, please state.

Nothing (could consider water free practices in the future.)

With these mitigations in place what is the rating of negative impact

☐ High
 ☐ Medium
 ☐ Low
 ☐ Negative Impact removed

If this activity is defined as a Plan, Programme or Strategy by the Environmental Assessment (Scotland) Act 2005 a Strategic Environmental Assessment will be required. Further information on this is provided in the supporting guidance [SEA](#)

Section 11

Other impact assessment

Does this activity/policy require a strategic decision? ☒ Yes ☐ No

Island and Mainland Rural Communities Impact Assessment? ☐ Yes ☒ No

Financial Impact Assessment? ☐ Yes ☒ No

Other, please specify	
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Section 12

Action

Which of the following has the assessment been able to demonstrate?

- ☒ **Option 1 No major change required** (where no impact or potential for improvement is found)
- ☐ **Option 2 Adjust** (where a potential or actual negative impact or potential for a more positive impact is found)
- ☐ **Option 3 Continue** (where a potential or actual negative impact or potential for a more positive impact is found but a decision not to make a change can be objectively justified)
- ☐ **Option 4 Stop and remove** (where a serious risk of negative impact is found, the plans, policies etc. being assessed should be halted until these issue can be addressed)

Explain Your Decision. Include any mitigating actions identified

- Include a summary of any changes you are making to the proposal as a result of impact assessment if you have decided Option 2 – Adjust
- Justify why the proposal should proceed without changes if you decide Option 3 – Continue
- Describe any other action you plan to take if you decide Option 4 – Stop and Remove

At the beginning of the Baird and ANCHOR project a major service change check list was completed and it was determined that this project was not major service change.

The Project aim to deliver new and improved facilities for patients, women and families for the North of Scotland.

There is no major change required for the project.

How will the impact of the proposal be monitored?

The Services will monitor the status and delivery. Any adverse or disproportionate impacts on any protected, equality or socio-economic groups will be raised to service management. The IIA will be reviewed by service teams when buildings are occupied.

Has the IIA been checked by a Level 1 Integrated Impact Assessor?

☒ Yes ☐ No

If yes, please provide details:

Name	Roda Bird
Job Title	Interim Equality & Diversity Manager
Date	July 2025

Authorising Director / Officer Review the IIA and only sign it, if the IIA has been fully completed using appropriate evidence and you are assured “due regard” has been given.

Name	Roda Bird		
Job Title	Interim Equality & Diversity Manager		
Department	Corporate Communications		
Signature	Roda Bird	Date	July 2025

Return to Equality and Diversity at gram.equalitydiversity@nhs.scot

- Completed form
- Copy of final draft/version of any documentation

To be completed by Equality and Diversity – for quality control purposes and recording

Recommendations	
<input checked="" type="checkbox"/> IIA Only <input type="checkbox"/> Enhanced EQIA <input type="checkbox"/> Children’s Rights Impact Assessment	
Name	Roda Bird
Job Title	Interim Equality and Diversity Manager
Date	17 July 2025

End of Impact Assessment Record