



ACHSCP Impact Assessment – Stage 1 – Proportionality and Relevance

Name of Policy or Practice being developed	ACHSCP leaving Foresterhill Health Centre premises (Neither GP Practice would be leaving the Health Centre)
Name of Officer completing Proportionality and Relevance Questionnaire	Sandy Reid Lead for People and Organisation ACHSCP
Date of Completion	16 October 2025
What is the aim to be achieved by the policy or practice and is it legitimate?	<p>To reduce ACHSCP premises costs as part of a wider premises review. The review seeks to ensure ACHSCP effectively utilises the buildings that our services operate from. This review is ongoing and has also considered possible efficiency savings that can be made without affecting the delivery of services.</p> <p>ACHSCP do not own any buildings as such, these are leased or owned by partner organisations (NHSG and ACC). The review has established associated running costs for the buildings where ACHSCP services operate from. It has also explored how the space in the buildings is used, how that space is allocated, and sought to identify any potential savings and efficiencies that could be achieved.</p> <p>The aim is to assess whether efficiencies can be made through the consolidation of services, where possible, and if any financial savings can be made.</p>
What are the means to be used to achieve the aim and are they appropriate and necessary?	Relocation of staff to other underutilised premises. FHHC is a high cost HUB building from which two GP Practices operate, alongside with several ACHSCP services. Options were explored in relation to this building together with the space available in the surrounding area (Northfield and Mastrick). This is very complex given all the services and different buildings that are involved. If services were to move out of FHHC to achieve the financial savings, these services can be accommodated between Northfield, Mastrick, and the surrounding area.
If the policy or practice has a neutral or positive impact please describe it here.	Positive impact on premises budget overspends.
Is an Integrated Impact Assessment required for this policy or decision (Yes/No) <i>Note – if multiple assessments are required, please complete a separate template for each of these and</i>	<p>Yes, as a result of potential negative impacts on health inequalities; in particular:</p> <ul style="list-style-type: none"> • Health and Social Care Service Provision - availability, and quality/affordability and the

<p>embed them in the section below ‘Rationale for Decision’ with a brief supporting narrative. This will ensure all relevant assessments are connected regardless of the stage they are at in the process.</p>	<p>ability to navigate accessing these.</p> <p>Any move of service could potentially make it harder/more expensive for some people to access services. Any move could also potentially impact age and disability from the protected characteristics due to changes in accessibility and familiarity.</p>
<p>Rationale for Decision NB: consider: -</p> <ul style="list-style-type: none"> • How many people is the proposal likely to affect? • Have any obvious negative impacts been identified? • How significant are these impacts? • Do they relate to an area where there are known inequalities? • Why are a person’s rights being restricted? • What is the problem being addressed and will the restriction lead to a reduction in the problem? • Does the restriction involve a blanket policy, or does it allow for different cases to be treated differently? • Are there existing safeguards that mitigate the restriction? 	<p>Potential Negative Impact</p> <p>As highlighted, any potential move of service could make it harder and/or more expensive for members of the public and staff to access these buildings. Any move could also potentially impact age and disability from the protected characteristics due to changes in accessibility and familiarity.</p> <p>A mitigating factor is that there is space nearby (across the existing estate) that ACHSCP use to accommodate services, if a move or consolidation was required. There should be minimal impact on service delivery and some services may see improvements in their infrastructure and collaboration through being co-located. Benefits such as Multi disciplinary working, communication, transportation, efficiency in the delivery of services are factors that all improve through the co-location of services.</p> <p>Patient care will not be directly impacted, however some members of the public may have to travel further for their outpatient appointment for services such as podiatry, speech & language therapy and health visit appointments amongst others..</p> <p>Some staff will have to travel further to their work base, but they would have no financial detriment for a period of 3 years as per NHSG organisational change policy.</p> <p>There may be reputational damage from unhappy patients and staff from the move in premises, though this would be mitigated if this move was to another area within the Foresterhill site???</p>
<p>Decision of Reviewer</p>	<p>Agreed</p>
<p>Name of Reviewer</p>	<p>Sandy Reid</p>
<p>Date</p>	<p>March 2026</p>

APPENDIX C

ACHSCP Impact Assessment – Stage 2 – Impact Assessment

Description of Policy or Practice being developed including intended aim.	ACHSCP leaving Foresterhill Health Centre premises (Neither GP Practice would be leaving the Health Centre).
Is this a new or existing policy or practice?	This involves our existing infrastructure with potential changes to service delivery locations.
Name of Officer Completing Impact Assessment	Sandy Reid Lead for People and Organisation ACHSCP
Date Impact Assessment Started	16 October 2025
Name of Lead Officer	Sandy Reid
Date Impact Assessment approved	March 2026

Summary of Key Information

Groups or rights impacted.	<p>There are no impacts on rights. People do not have a right to receive a health and care services in a particular building. However, it is recognised that a move of services to another location can have an impact on group with protected characteristics, such as; disability and age. ACHSCP endeavours to provide the widest range of services in each of the three localities across the City. Every effort will be made to ensure that any potential service moves will benefit the service and deliver improved outcomes for those we serve.</p> <p>In terms of potential impacts on health inequalities: Health and Social Care Service Provision - availability, and quality/affordability and the ability to navigate accessing these.</p> <p>Any move of service could potentially make it harder/more expensive for some people to access services. Any move could also potentially impact age and disability from the protected characteristics due to changes in accessibility and familiarity.</p> <p>A mitigating factor is that there is space across the existing estate that ACHSCP use to accommodate services, if a move or consolidation was required. Although unknown at this time there should be minimal impact on service delivery and some services may see improvements in their infrastructure and collaboration through being co-located.</p> <p>Also, some services in ACHSCP are citywide services and some are delivered from specific locations, As such, any potential move of service could equally make it easier and less</p>
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	expensive for some people to access ACHSCP services.
Feedback from consultation and engagement and how this informed development of the policy or practice	<p>Public consultation and feedback</p> <ul style="list-style-type: none"> • Total responses 770 • Most commentators report no personal impact (51.8%). • Those affected focus on access & travel (15% of comments) and on using modern spaces better (4% of comments) <p>Significant staff engagement exercise took place across services in Mastrick, Northfield, and FHHC. This has been listed below and forms part of the decision making process as per IIA guidance.</p>
Performance Measures identified, where these will be reported and how impact will be monitored.	<p>These will be set by individual services in line with service delivery standards. These will include, but will not be limited to, the following:</p> <ul style="list-style-type: none"> -number of patients attending any new location, in comparison to previous location of service -number of non attendance at new location compared to previous location of service -patient feedback, ranging from building issues, access issues, parking issues etc and these will be analysed against to previous location of service -staff feedback on all areas including any service delivery <p>These will be used, in line with current guidance, to inform future projects and ensure continuous improvement.</p>

Review

Date the Impact will be reviewed	
Rationale for Date	

Having considered all of the groups, duties and rights in the list at Appendix A of the Guidance on Impact Assessment could this policy or practice have a negative impact on any of the following. Please answer Yes or No. If you answer Yes, please specify precisely which particular group, duty or right will be impacted and how and also what (if any) current evidence you have.

	Yes/No	Details	Evidence
Protected Characteristics	Yes	<p>Age: older people; middle years; early years; children and young people.</p> <p>Disability: physical impairments; learning disability; sensory impairment; mental health conditions; long-term medical conditions.</p> <p>There could potentially be an impact from services moving location. Due to new travel arrangements requiring to be planned, new travel routes, and unfamiliar surroundings once arriving at any new location. This may lead to heightened confusion or anxiety for some patients, or adults accompanying patients, who may have a mental health condition or cognitive decline, anxiety, or dementia.</p>	<p>Service delivery would continue in the same manner, with the same staff, and same standards. Mitigation of this possible impact would be managed via clear communications in advance of any move to ensure patients are aware. Making them aware of any changes in location, outlining suitable transport routes, both public and private, including a guide to accessing the new location. Most services in these locations are a City wide service.</p>
Fairer Scotland Duty	Yes	<p>Area of Deprivation/Communities of Place - consider where people live and where they work (accessibility and cost of transport).</p> <p>There could potentially be an impact from a move of locations due to new travel arrangements potentially needing to be planned which may incur a higher cost for some patients, or adults accompanying children who are patients. However, this may actually incur lower costs and be easier to access for staff and patients.</p>	<p>If a change of location meant higher transport costs for some patients, or adults accompanying children who are patients, it is also possible that for other patients the reverse would be true. Any new location could be closer to their home, resulting in lower transport costs. Again, this possible impact would be managed via clear communications in advance of any move to ensure patients are aware. Making them aware of any changes in location, outlining suitable transport routes, both public and private, including a guide to accessing the new location.</p>

Health Inequality	Yes	<p>Physical environment and local opportunities - availability and accessibility of housing, transport, healthy food, leisure activities, green spaces, air quality and housing/living conditions, exposure to pollutants, safety of neighbourhoods, exposure to crime, transmission of infection, tobacco, alcohol and substance use.</p> <p>Health and Social Care Service Provision - availability, and quality/affordability and the ability to navigate accessing these.</p> <p>Any move of service could potentially make it harder/more expensive for some people to access services.</p>	<p>If a change of location meant higher transport costs for some patients, or adults accompanying children who are patients, it is also possible that for other patients the reverse would be true. Any new location could be closer to their home, resulting in lower transport costs. Again, this possible impact would be managed via clear communications in advance of any move to ensure patients are aware. Making them aware of any changes in location, outlining suitable transport routes, both public and private, including a guide to accessing the new location.</p>
Specific Groups	Yes	<p>Staff: full/part time.</p> <p>There may be an impact on staff working for services in current or new locations, due to a move. Potential issues could include the availability of free parking, accessing any new location, and cost of travel.</p>	<p>Mitigation for this could be through discussion with ACHSCP to explore parking passes and/or identifying free parking initiatives nearby. Utilising similar initiatives for public transport is also an available option. Some staff may have to travel further to their work base, but they would have no financial detriment for a period of 3 years as per NHSG organisational change policy.</p>
Human Rights	No	<p>There are no impacts on rights. People do not have a right to receive a health and care services in a particular building.</p>	<p>ACHSCP endeavours to provide the widest range of services in each of the three localities across the City. Every effort will be made to ensure that any potential service moves will benefit the service and deliver improved outcomes for those we serve. If a change of location meant higher transport costs for some patients, as the new location was further from</p>

			their home, or required more than one bus for example, it is also possible that for other patients the reverse would be true.
UNCRC	No	Any move of location for services would not alter anything in relation to the rights of children that use ACHSCP services.	All children in Scotland receive free bus travel, if a move of location entailed the need to get more than one bus, this would be mitigated, in part, by that travel being free of charge. However, if a change of location meant higher transport costs for some patients, or adults accompanying patients, this would be clearly articulated in communications with patients in advance of any potential move of service location.

Will there be any cumulative impacts between this policy or decision and others	Yes	Yes	No	
Describe what this cumulative impact will be and include evidence mitigations in the sections below	This is part of the overall Medium Term Financial Forecast and subsequent budget proposals for 2026/27.			

Please list below the groups of stakeholders to be engaged with or consulted, what feedback has been received and how this has influenced development of the policy or practice and what (if any) mitigating actions have been put in place.

Stakeholder Groups	Feedback Received	Influence on Policy or Practice/Mitigating Actions
Public consultation and feedback	<ul style="list-style-type: none"> Total responses 770 Most commentators report no personal impact (51.8%). Those affected focus on access & travel (15% of comments) and on using modern spaces better (4% of comments) 	The public feedback indicates low level of impact and this feedback will be used in decision making for IJB as per current IIA guidance.
Staff consultation and feedback	Significant staff engagement exercise took place during September and October 2025. Over 30 workforce teams in the buildings identified were met with on a individual basis, either face to face or via Ms Teams (service decision). Options were	For potential re-location of services in the nearby area teams highlighted concerns about parking, cost of travelling to work, and minimum requirements for teams to function on a new/different site. Smarter working policy, hybrid working options, and

	shared and discussed further with teams who then provided feedback.	identification of other premises were all highlighted and explored. This feedback will be used in decision making for IJB as per current IIA guidance.

Scottish Specific Public Sector Duties (SSPSED)

Procured, Tendered or Commissioned Services

Is any part of this policy/service to be carried out wholly or partly by contactors and if so, how will equality, human rights including children's rights and the Fairer Scotland duties be addressed?

ACHSCP Impact Assessment – Stage 4 – Review

Name of Impact Assessment being reviewed	
Name of Officer completing review	
Date Review Commenced	
Reason for Review (scheduled or accelerated)	
Reason for Accelerated Review	
Name of Lead Officer	
Date Review Completed	

Summary of Key Information

What amendments have been identified to the original Impact Assessment?	
What evidence do you have for these amendments?	
What actions have you taken to review the policy or practice in light of the review?	

Having considered all of the groups, duties and rights in the list at Appendix A of the Guidance on Impact Assessment has the impact of this policy or practice changed from the original assessment? Please answer Yes or No. If you answer Yes, please specify precisely what change has occurred and which particular group, duty or right it affects and how and also what (if any) current evidence you have.

	Yes/No	Details	Evidence
Protected Characteristics			
Fairer Scotland Duty			
Health Inequality			
Specific Groups			
Human Rights			
UNCRC			

Will there be any cumulative impacts between this policy or decision and others	Yes	No
Describe what this cumulative impact will be and include evidence mitigations in the sections below		

Please list below the groups of stakeholders to be engaged with or consulted, what feedback has been received and how this has influenced development of the policy or practice and what (if any) mitigating actions have been put in place in light of the changes identified above.

Stakeholder Groups	Feedback Received	Influence on Policy or Practice/Mitigating Actions